DOCUMENT RESUME

ED 138 731 CE 010 755

TITLE	Research and Development Projects.
INSTITUTION	Employment and Training Administration (DOL), Washington, D.C.
PUB DATE	76
NOTE	284p.; Not available in hard copy due to small print of the original document
EDRS PRICE	MF-$0.83 Plus Postage. HC Not Available from EDRS.
DESCRIPTORS	Administrative Policy; Employment Practices; *Employment Programs; Foreign Countries; Grants; International Relations; *Job Development; Labor Force; Labor Market; Local Government; *Manpower Development; Program Descriptions; *Program Development; Program Planning; *Research Projects; Resource Materials; Socioeconomic Influences; State Programs; Underemployed; Unemployed; Work Attitudes
IDENTIFIERS	Comprehensive Employment and Training Act

ABSTRACT

Projects funded by the Office of Research and Development (ORD) of the Employment and Training Administration are summarized in this document. It includes all projects active on September 30, 1976, and all those completed between July 1, 1973 and September 30, 1976. In addition, it lists reports and other significant publications funded by ORD which were received during the previous two fiscal years. The projects and publications presented in chapters 1 through 4 are grouped by subject matter. The four subject areas and subareas are Program Planning and Administration (Comprehensive Employment & Training Act Agency Planning; Labor Market and Other Information Systems; Agency Capabilities; and Research and Development, Evaluation, and Planning), Programs and Techniques (Education; Public Employment Programs; Supported Employment; Training and Apprenticeship; Upgrading and Job Restructuring; Welfare Recipient Programs; Worker Assessment & Orientation; Other Supportive Services for Workers/Trainees; and Programs for Other Unemployed), The Labor Market (Labor Force, Labor Market, Labor Demand--General; Labor Force, Labor Market--Specific Sectors and Cohorts; Employer Practices; and Worker Attitudes), and Economic and Social Policies. Institutional, doctoral dissertation, and small research project grants are listed separately in chapter 5. Projects supervised by the Department of Labor's Bureau of International Labor Affairs are presented in chapter 6. (WL)

****
* Documents acquired by ERIC include many informal unpublished *
* materials not available from other sources. ERIC makes every effort *
* to obtain the best copy available. Nevertheless, items of marginal *
* reproducibility are often encountered and this affects the quality *
* of the microfiche and hardcopy reproductions ERIC makes available *
* via the ERIC Document Reproduction Service (EDRS). EDRS is not *
* responsible for the quality of the original document. Reproductions *
* supplied by EDRS are the best that can be made from the original. *
****

Research and Development Projects

U.S. Department of Labor
W.J. Usery, Jr., Secretary

Employment and Training Administration
William H. Kolberg
Assistant Secretary for Employment and Training
1976 Edition

ED138731

U S DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION
THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL NATIONAL INSTITUTE OF EDUCATION POSITION OR POLICY

CE 010 755

SOURCES OF REPORTS ON RESEARCH AND DEVELOPMENT PROJECTS

PLEASE READ CAREFULLY TO AVOID UNNECESSARY DELAYS IN OBTAINING REPORTS

This book lists projects completed during the period July 1973 through September 1976. The supply of reports on these projects permits free distribution through the Employment and Training Administration only on a very limited basis. Accordingly, arrangements have been made for sale of the reports through two federally operated information storage and retrieval systems. These arrangements, as well as other sources of the reports and related publications, are indicated in the lists at the end of each section. The key to the abbreviations used there and instructions for obtaining the publication are as follows:

NTIS—National Technical Information Service. Copies are available in paper or in microfiche. Query NTIS directly for ordering information. National Technical Information Service, Operations Division, Springfield, Va. 22151. Telephone: 703/321-8543.

GPO—Government Printing Office. Inquire directly for price. Send order with required remittance to Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

ETA—Employment and Training Administration. Single copies free upon request to U.S. Department of Labor, Employment and Training Administration, Office of Research and Development, Washington, D.C. 20213, as long as they are available.

ERIC—Educational Resource Information Center. Copies are available in paper or in microfiche. Address requests directly to ERIC Document Reproduction Service (EDRS), Post Office Box 190, Arlington, Va. 22210. Telephone: 703/841-1212.

Other sources are indicated for a few publications. Order from the specified source or, for books, from bookstores.

In addition, summaries of reports completed after this volume was prepared are available from the Employment and Training Administration's Office of Research and Development. Copies of the full reports are available for inspection in that office.

Libraries of all major universitites and colleges throughout the United States now have copies of "Guides to The National Longitudinal Surveys of Labor Force Behavior and Work Attitudes." The guides provide a detailed introduction to the mass of data produced by the National Longitudinal Survey directed by Professor Herbert S. Parnes of the Center for Human Resource Research of The Ohio State University. The guides are designed for the use of scholars and researchers, and contain explanations of the methodology and content of the data tapes, alphabetic indexes to all of the variables available on tapes, copies of all survey questionnaires, and information needed for ordering the tapes. Scholars interested in using the NLS data should get in touch with their institution's libraries.

3

CONTENTS

Page

Sources of Reports on Research and Development Projects iii

Introduction vii

1. Program Planning and Administration 1

A. Comprehensive Employment & Training Act Agency Planning 1
B. Labor Market and Other Information Systems 4
C. Agency Capabilities 10
D. Research and Development, Evaluation, and Planning 18

2. Programs and Techniques 23

A. Education 23
B. Public Employment Programs 31
C. Supported Employment 34
D. Training and Apprenticeship 36
E. Upgrading and Job Restructuring 41
F. Welfare Recipient Programs 48
G. Worker Assessment & Orientation 56
H. Other Supportive Services for Workers/Trainees 60
I. Programs for Other Unemployed 63

3. The Labor Market 75

A. Labor Force, Labor Market, Labor Demand—General 75
B. Labor Force, Labor Market—Specific Sectors and Cohorts 91
C. Employer Practices 102
D. Worker Attitudes 108

4. Economic and Social Policies 111

5. Institutional, Dissertations, and Small-Research Grant Projects 120

A. Institutional Grants 121
B. Doctoral Dissertation Grants 123
C. Small Grant Research Projects 171

6. Foreign Trade and U.S. Investment Abroad 187

Appendixes

A. Guidelines for Submission of Research and Development Proposals 203
Contracts and Grants under CETA 203
Doctoral Dissertation Grants under CETA 209
Small-Grant Research Projects under CETA 213
B. Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects under the Comprehensive Employment and Training Act of 1973 219
C. Excerpt from the Comprehensive Employment and Training Act of 1973, Sec. 311 227

Indexes

A. Index of Contract and Grant Numbers 231
B. Index of Contractor and Grantee Organizations 235
C. Index of Individuals Associated with Contracts and Grants 239
D. Index of Research Subjects 247

INTRODUCTION

The sixth annual edition of *Research and Development Projects*[1] summarizes the projects funded by the Office of Research and Development(ORD) of the Employment and Training Administration. It includes all projects active on September 30, 1976, and all those completed between July 1, 1973 and September 30, 1976. (Because of the recent change in Federal Government fiscal-year dates, this edition covers a period of 15 months.) In addition, it lists reports and other significant publications funded by ORD which were received during the previous 2 fiscal years.

The book is published under the authority of the Comprehensive Employment and Training Act (CETA) of 1973. Under CETA, program funds are distributed to "prime sponsors," primarily local governments or States acting for less populous jurisdictions, to plan and administer programs tailored to the specific needs and circumstances of their own unemployed and underemployed residents. Among the activities specified in CETA are the responsibility, assigned to the Federal Government, to conduct "a comprehensive program of manpower research" and "a program of experimental, developmental, demonstration, and pilot projects...for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems." The research and development program is authorized by sec. 311 of CETA, which is reprinted in the appendix.

The Office of Research and Development intends to make the contents of this book as accessible as possible. Accordingly, the book includes a set of "descriptors" with each entry. These are indexing terms, whose purpose is to give the reader a quick summary of the subjects about which information may be found in the project or publication. The descriptors are also used to construct the subject matter index.

The projects and publications presented in chapters 1 through 4 are grouped by subject matter. However, institutional, doctoral dissertation, and small research project grants are listed separately in chapter 5. This arrangement underlines the fact that they represent a separate special program whose major focus is on developing knowledge among researchers and academicians, encouraging academic institutions to provide training for program staffs, and strengthening the research community from which the Employment and Training Administration draws information for policy planning. Projects supervised by the Department of Labor's Bureau of International Labor Affairs are shown in chapter 6.

Comments from readers and suggestions for improvements will be welcome; they should be addressed to the Employment and Training Administration, Office of Research and Development, Washington, D.C. 20213.

For persons who are interested in submitting proposals for research and development projects, the appendix contains guidelines for submission of proposals (no application form is needed) and the statutory language that outlines the goals and the functions of the research and development program. Those who wish to submit proposals are urged to study the appendix thoroughly before doing so.

---

[1] Formerly Manpower Research and Development Projects. On Nov. 12, 1975, the Secretary of Labor changed the Manpower Administration's agency designation to the Employment and Training Administration. Program activities and responsibilities were not affected by the change.

1. PROGRAM PLANNING AND ADMINISTRATION

1A. COMPREHENSIVE EMPLOYMENT & TRAINING ACT AGENCY PLANNING

1-001 An Analysis of the Pilot Comprehensive Manpower Programs

CENTER FOR GOVERNMENTAL STUDIES
WASHINGTON, D.C.

Grant 21-11-73-44
Project completed fiscal year 1974

PILOT COMPREHENSIVE MANPOWER PROGRAM: IMPLICATIONS OF ITS EXPERIENCES FOR LOCAL AND STATE MANPOWER ORGANIZATIONS
Everett Crawford and Howard W. Hallman
October 1973

Report Descriptors: COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); MANPOWER PROGRAM REFORM; METROPOLITAN AREAS; MODELS; SERVICE DELIVERY SYSTEMS; NONMETROPOLITAN AREAS; PRIME SPONSORS (CETA); STATE AND LOCAL GOVERNMENTS; NEW MEXICO, ALBUQUERQUE; NEBRASKA, OMAHA; CONNECTICUT, HARTFORD; UTAH

NTIS PB224737/AS

1-002 Community Planning for Human Resource Development, An Experiment and Demonstration

CITY AND COUNTY OF SAN FRANCISCO
SAN FRANCISCO, CALIF.

Robert Greene

Grant 21-06-74-18
Project completed fiscal year 1976

Descriptors: PRIME SPONSORS (CETA); BASIC EDUCATION; VOCATIONAL EDUCATION; CALIFORNIA, SAN FRANCISCO

The objective of this project was to determine whether and how local manpower planning and resources could be linked reasonably and usefully with planning and resources in related areas of human resource development.

The project identified factors affecting consultation and cooperation in human service programing. Through actual field testing and work with State and local agencies, responsive mechanisms were designed. The project recorded, analyzed and reported on dynamic elements of effort that appear generalizable and applicable to community planning in large urban centers.

COMMUNITY PLANNING FOR HUMAN RESOURCES DEVELOPMENT
September 1975

Report Descriptors: EDUCATION; INDUSTRIAL TRAINING; LOCAL GOVERNMENT; MANPOWER; STATE GOVERNMENT; CALIFORNIA

NTIS PB247793/AS

1-003 Cooperative Dispersed Urban Area Manpower Planning for Nonmetropolitan Populations

CENTER FOR ECONOMIC DEVELOPMENT, THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. Niles M. Hansen

Grant 21-48-75-02
Project completed fiscal year 1976

Descriptors: COMPREHENSIVE MANPOWER PLANNING; NONMETROPOLITAN AREAS; SERVICE DELIVERY SYSTEMS; INTERAGENCY RELATIONS; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); COMMUTING; JOB LOCATION

This study developed recommendations concerning cooperative manpower planning for smaller cities and towns. Such cooperation would provide nonmetropolitan areas with feasible means for giving workers and potential workers greater access to employment and training services and to more and better employment opportunities.

A set of 49 nonmetropolitan multicounty areas was selected for the study. These areas were compared to nearby standard metropolitan statistical areas (SMSA's) in terms of their commuting and migration patterns, training programs, job information channels, and cooperation among agencies.

The study determined that rural counties must learn to combine their forces within a substate planning district framework so that they can offer employment and training and other services comparable to those of metropolitan labor markets. It also concluded that innovative approaches will be required to increase access to opportunities through improved transportation systems, better communications and information systems, more know-how, the efficient use of revenue sharing funds, and the sharing of complementary public facilities.
November 1975

Report Descriptors: MIGRATION; REGIONAL PLANNING; NONMETROPOLITAN AREAS; STATE AND LOCAL GOVERNMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); COMPREHENSIVE MANPOWER PLANNING

NTIS PB246936/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1-004 DEVELOPMENT OF A DECISIONMAKING MATRIX AND RESOURCE ALLOCATION MODEL FOR THE BRIDGEPORT LABOR MARKET AREA

OFFICE OF THE MAYOR, CITY OF BRIDGEPORT
BRIDGEPORT, CONN.

Jane Resnick, Project Director

Grant 21-09-74-35
Project completed fiscal year 1976

Descriptors: ASSESSMENT AND EVALUATION; AREA PLANNING; LABOR MARKET INFORMATION; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); ECONOMIC ANALYSIS AND ECONOMETRICS; MATHEMATICAL MODELS; CONNECTICUT, BRIDGEPORT

The objective of this project was to develop, implement, and evaluate a manpower decisionmaking matrix and resource allocation model for the Bridgeport labor market area.

The project staff:(1) Developed a manpower resource allocation model consonant with the Comprehensive Employment and Training Act of 1973 (CETA); (2) developed and tested a decisionmaking matrix to enable manpower planners to weigh alternative strategies under various socioeconomic constraints; and (3) developed and tested a methodology for measuring the effectiveness of the resource allocation and decisionmaking model and its value as an integral part of a local manpower planning process.

BRIDGEPORT AREA MANPOWER INFORMATION SYSTEMS PROJECT
Jerry Y. Sedich and John N. Valakas
June 1976

Report Descriptors: INFORMATION SYSTEMS

NTIS

1-005 FACILITATING MANPOWER AGENCIES' ABILITY TO ADOPT NEW PROCEDURES

MANPOWER SCIENCE SERVICES, INC.
ANN ARBOR, MICH.

Dr. Jesse E. Gordon and Dr. Harvey Bertcher

Grant 92-26-72-33 (formerly Contract 82-24-70-23)
Project completed fiscal year 1976

Descriptors: MANPOWER PROGRAM MANAGEMENT; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; SERVICE DELIVERY SYSTEMS; SIMULATION; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PRIME SPONSORS (CETA) AUDIOTAPES; FILMS; EMPLOYMENT SERVICE MANAGEMENT;

The objectives of this project were to develop self-administered procedures that facilitate the use of R&D and other social science knowledge and to carry out these procedures and demonstrate their effects in manpower service delivery systems.

The procedures were developed in consultation with the staff of potential user agencies and were tested and refined in the field. In its final year, the project was testing a procedure designed to help CETA sponsors and local public employment service offices use R&D findings and other social science knowledge to solve operating problems.

Lessons learned are incorporated in a report, Putting Social Science Knowledge to Use in the Manpower System, which discusses: (1) The retrieval and organization of social science knowledge; (2) communications media; (3) dissemination practices; (4) ways to increase the capacity of manpower agencies to adopt new procedures. Self-instructional courses have been developed on imitation, simulation, and group leadership training.

A self-administered Local Office Decisionmaking and Implementation (LODI) procedure was developed and field tested during the past year. It is available for general use.

ROLE MODELING, ROLE PLAYING—A MANUAL FOR VOCATIONAL DEVELOPMENT AND EMPLOYMENT AGENCIES
1973

Report Descriptors: ROLE PLAYING; VOCATIONAL GUIDANCE; EMPLOYMENT POLICY; ROLE MODELS; MANPOWER PROGRAM MANAGEMENT; HANDBOOKS

NTIS PB199840

IMITATION—SIMULATION TAPES AND WORKBOOK (REVISED)
1973

Report Descriptors: SIMULATION; COUNSELING AND GUIDANCE; ROLE PLAYING; AUDIOTAPES; INSTRUCTIONAL MATERIALS

GROUP LEADERSHIP TRAINING FILMS AND WORKBOOKS
1973

Report Descriptors: STAFF TRAINING; FILMS; INSTRUCTIONAL MATERIALS

PUTTING SOCIAL SCIENCE KNOWLEDGE TO USE IN THE MANPOWER SYSTEM: AN OVERVIEW REPORT
January 1974

Report Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; INTERSYSTEM LINKAGES; LITERATURE REVIEW

NTIS PB227360/AS

LOCAL OFFICE DECISIONMAKING AND IMPLEMENTATION (LODI)
Dr. Harvey Bertcher, Dr. Robert Kozma, and C Rand Anderson
December 1975

NTIS PB255462/AS

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

1-006* THE INTRODUCTION OF CETA IN BOSTON AND EASTERN MASSACHUSETTS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.
AND
NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Charles A. Myers, MIT, and Dr. Morris A. Horowitz, Northeastern University

Grants 21-25-74-33 and 42-25-74-08
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; MANPOWER PROGRAM MANAGEMENT; MASSACHUSETTS, BOSTON

The objective of this project is to demonstrate the feasibility of using an outside organization to record and analyze the changes in manpower planning and programs occurring in Boston and eastern Massachusetts as the Federal manpower policy changes from centralization and categorization to decentralization and decategorization under the Comprehensive Employment and Training Act of 1973.

Project staff will: (1) Interview on a recurring basis the individuals responsible for manpower planning and the delivery of manpower services; (2) visit and observe the operations of the manpower institutions and programs; (3) collect and analyze data pertinent to the impact of the program; and (4) meet periodically with key manpower officials to discuss the findings and their implications for program planning and management.

1-007* MULTIPROJECT DEMONSTRATION OF MANPOWER DEVELOPMENT

NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

George B. Autry

Contract 82-37-71-47
Project still in progress

Descriptors: STATE MANPOWER SERVICES COUNCIL (CETA); DECATEGORIZATION; MANPOWER REVENUE SHARING; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); NORTH CAROLINA

This project is developing and assessing the means by which a State can acquire further capability for the planning and delivery of manpower services. Activities focus primarily on: (1) The planning process and problems encountered in the implementation of CETA and (2) the potential of a model as a monitoring and research assistance arm for the region. Working with North Carolina's State planning officials and the staffs of the employment service, the U.S. Department of Labor, region IV, and selected local jurisdictions, North Carolina Manpower Development Corporation (NCMDC) will act both as a participant, providing local and regional assistance, and as an analyst, providing feedback to State and local agencies and to regional and national Employment and Training Administration offices. Additionally, NCMDC will provide detailed case studies of the processes utilized by local jurisdictions in shifting from categorical programing to manpower revenue sharing.

ALLOCATING MANPOWER FUNDS WITHIN A STATE
May 1973

Report Descriptors: STATE MANPOWER SERVICES COUNCIL (CETA); MANPOWER REVENUE SHARING; SERVICE DELIVERY SYSTEMS; MANPOWER NEEDS; DECATEGORIZATION; NORTH CAROLINA
ETA

STATE AND LOCAL MANPOWER PLANNING UNDER ADMINISTRATIVE REVENUE SHARING
June 1974

Report Descriptors: COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); DECATEGORIZATION; SERVICE DELIVERY SYSTEMS; MANPOWER REVENUE SHARING; STATE MANPOWER SERVICES COUNCIL (CETA)
ETA

CETA PRIME SPONSORSHIP IN NORTH CAROLINA
March 1974

Report Descriptors: CATEGORICAL MANPOWER PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; MANPOWER PROJECTIONS; NORTH CAROLINA
ETA

FINAL REPORT ON THE EMERGENCY EMPLOYMENT ACT OF 1971
November 1972

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971)
ETA

AN OVERVIEW OF THE MANAGEMENT AWARENESS PROGRAM
August 1973

Report Descriptors: COMPREHENSIVE MANPOWER PLANNING; MANPOWER PROGRAM MANAGEMENT; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; CATEGORICAL MANPOWER PROGRAMS

NTIS PB222916
ERIC ed 079612.

MANAGEMENT AWARENESS PROGRAM INSTRUCTOR'S MANUAL
September 1973

Report Descriptors: ATTITUDES; INSTRUCTORS; MANAGEMENT TRAINING; MANPOWER UTILIZATION; MOTIVATION; BLACKS; PERSONNEL ADMINISTRATION; ENTRY-LEVEL EMPLOYEE PROBLEMS; SUPERVISION; INSTRUCTIONAL MATERIALS

NTIS PB223947/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1-008 RELOCATION ASSISTANCE AS A COMPONENT OF A COMPREHENSIVE STATE AND LOCAL MANPOWER PROGRAM: EXAMINATION OF EXPERIENCE AND DEVELOPMENT OF PLANNING GUIDES

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Grant 92-49-72-16
Project completed fiscal year 1974

CRUCIAL ELEMENTS IN MANPOWER PLANNING

James W. Sawyer
1974

Report Descriptors: COMPREHENSIVE MANPOWER PLANNING; CETA SERVICES AND PLANNING; UTAH

NTIS PB256281/AS

1-009* THE TRANSITION TO CETA IN OHIO: AN ANALYSIS OF IMPLEMENTATION (PHASE I) AND MAXIMIZING CETA GOAL ACHIEVEMENT THROUGH PRIME SPONSOR MANAGEMENT SYSTEMS (PHASE II).

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Dr. Randall Ripley, Chairman, Department of Political Science

Grant 21-39-75-10
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; MANPOWER PROGRAM MANAGEMENT; OHIO

The phase I research study is analyzing the performance of State and local officials and the various organizational arrangements in which these officials were involved as they made implementation decisions during the first and second years of the Comprehensive Employment and Training Act of 1973 (CETA).

Project staff are: (1) Conducting both structured and open-ended interviews with State and local manpower officials and others concerned with CETA activities; (2) observing relevant meetings, such as those of manpower planning councils; and (3) collecting and analyzing political, economic, and social data derived from public and manpower documents and obtained from the Bureau of Labor Statistics and the Bureau of the Census.

Study results are expected to include a basic descriptive map of political conflict and cooperation in Ohio, which is the setting for this study of the transition to CETA; a commentary on change in the descriptive map, plus a new benchmark against which CETA's first and second years of operation can be measured; a comparative examination of patterns of implementation and reasons for them; an examination of the role of the State in making implementation decisions; and recommendations on strategies that should prove useful in achieving CETA goals, such as increased program decategorization, increased responsiveness to local manpower needs, and reduction of conflicts that inhibit the delivery of manpower services.

The phase II research study is a national R&D project to study alternative approaches to various aspects of prime sponsor program management. Aspects of program management to be studied include the administration of the CETA unit; the degree of integration or separation of the administration of titles I, II, and VI; the patterns of contracting for delivery of services and processes used to select deliverers; the degree of both geographical and functional centralization of services; the management of relations among groups and individuals important in CETA decisionmaking; and the nature of data used in planning for program decisions.

Fifteen prime sponsors have been selected and are representations of relatively strong or successful programs. Case study reports and a final comprehensive report of results will be available to all prime sponsors and other CETA agencies for study and replication as appropriate.

1B. LABOR MARKET AND OTHER INFORMATION SYSTEMS

1-010 A CAREER INFORMATION SYSTEM FOR THE STATE OF OREGON

OREGON BOARD OF EDUCATION
SALEM, OREG.

Contract 82-41-72-03
Project completed fiscal year 1975

DEVELOPING A CAREER INFORMATION SYSTEM

Bruce McKinlay
March 1975

Report Descriptors: CAREER CHOICE; OCCUPATIONAL CHOICE; CAREER INFORMATION SYSTEM; LABOR MARKET INFORMATION; VOCATIONAL GUIDANCE; JOB INFORMATION SERVICE; OREGON

NTIS PB241356/AS

THE MANPOWER INFORMATION CLEARINGHOUSE

Bruce McKinlay
March 1975

Report Descriptors: CAREER CHOICE; OCCUPATIONAL CHOICE; CAREER INFORMATION SYSTEM; LABOR MARKET INFORMATION; JOB INFORMATION SERVICE

NTIS PB258116/AS

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

1-011 Community Planning for Human Resource Development, an Experiment and Demonstration

CITY AND COUNTY OF SAN FRANCISCO
SAN FRANCISCO, CALIF.

Robert Greene

Grant 21-06-74-18
Project completed fiscal year 1976

Descriptors: PRIME SPONSORS(CETA); BASIC EDUCATION; CALIFORNIA, SAN FRANCISCO

The objective of this project was to determine whether and how local manpower planning and resources could be linked reasonably and usefully with planning and resources in related areas of human resource development.

The project identified factors affecting consultation and cooperation in human service programing. Through actual field testing and work with State and local agencies, responsive mechanisms were designed. The project recorded, analyzed, and reported on dynamic elements of effort that appear generalizable and applicable to community planning in large urban centers.
September 1975

NTIS PB247793/AS

1-012 The Conceptual Foundations of a Labor Market Information System

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 21-36-73-47 (formerly Contract 71-34-70-04)
Project completed fiscal year 1975

1-012A The Urban Labor Market: Institutions, Information, Linkages; new york, new york

THE CONCEPTUAL FOUNDATIONS OF A LABOR MARKET INFORMATION SYSTEM

David Lewin, Raymond Horton, Robert Shick, and Charles Brecher
1974

Report Descriptors: LABOR MARKET INFORMATION; INFORMATION SYSTEMS; MANPOWER SERVICES INFORMATION; EMPLOYER MANPOWER PLANNING; VOCATIONAL EDUCATION; CORRECTIONS; NEW YORK, NEW YORK
Praeger Publishers, 111 Fourth Avenue, N.Y., N.Y. 10003

1-012B The Labor Market: An Information System

Boris Yavitz and Dean W. Morse with Anna B. Dutka
1973

Report Descriptors: INFORMATION SYSTEMS; LABOR MARKET INFORMATION; LABOR MARKET AREAS; PUBLIC EMPLOYMENT SERVICE; COMPUTER SYSTEMS; DATA SOURCES AND USE
Praeger Publishers, New York, N.Y., 1973.

1-012C Where Have All the Dollars Gone?: Public Expenditure for Human Resource Development in New York City 1961-1971

Charles Brecher
June 1974

Report Descriptors: HUMAN RESOURCES; HUMAN RESOURCE DEVELOPMENT POLICY; WELFARE PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; HEALTH CARE; INFLATION; COST EFFECTIVENESS; FISCAL POLICY; EFFECTIVENESS OF PROGRAMS; NEW YORK, NEW YORK
Praeger Publishers, New York, N.Y.

1-013* Demonstrating, Validating, and Refining a Systematic Method by Means of Which the Labor Exchange Role of the Federal-State Employment Service can be Compared to the Labor Exchange Role of Classified Help Wanted Ads

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

Miriam Johnson

Grant 21-11-74-28
Project still in progress

Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR; NEWSPAPER ADVERTISEMENTS; PUBLIC EMPLOYMENT SERVICE; JOB LISTING

The project will: (1) Test, validate, and refine a previously developed technique for comparing employment service (ES) open job orders and want ads; (2) develop and test a methodology for comparing new jobs in both systems; and (3) apply both techniques in an analysis of ES versus want ad penetration in the labor markets of each of 12 cities.

Employment service job orders remaining open at the end of each month for a 12-month span of time will be coded and compared with corresponding newspaper editions to produce 12 snapshots of the stock of job opportunities in each system. In addition, new jobs listed in each system for each day through 4 continuous weeks will be coded and compared to produce a longitudinal picture of the flow of new job openings.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1-014* DEMONSTRATION PROGRAM ON THE CAREER INFORMATION SYSTEM

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION
WASHINGTON, D.C.

Francis Burtnett

Contract 21-11-76-08
Project still in progress

Descriptors: CAREER CHOICE; CAREER INFORMATION SYSTEM; OCCUPATIONAL CHOICE; LABOR MARKET INFORMATION

The American Personnel and Guidance Association will design and conduct eight 2-day workshops to provide useful information and instruction to career education counselors, teachers, and administrators to enhance and promote the development of career information systems. The eight locations will be determined by a survey the association will conduct through its official newspaper, *The Guidepost;* the workshops will be held where there is the greatest interest. This demonstration effort will help to promote career information systems and serve to foster greater interest on the part of educators and ultimately may alleviate some of the problems of youth in their transition from school to work.

1-015* DETERMINING THE MANAGEMENT INFORMATION NEEDS OF THE U.S. EMPLOYMENT SERVICE (USES)

MACRO SYSTEMS, INC.
SILVER SPRING, M.D.

John M. Greco

Contract 20-24-76-69
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT SERVICE MANAGEMENT; INFORMATION SYSTEMS; SYSTEMS DESIGN AND ANALYSIS

The objectives of this project are: (1) To conduct an independent and comprehensive assessment of management information needs at all levels of the Federal-State employment service system (2) to analyze the extent to which the current and planned data systems of the Employment and Training Administration (ETA) provide the necessary outputs in a form and at times that are optional for decisionmaking: and (3) to make recommendations for identifying and filling existing information gaps.

The contractor will: (1) conduct interviews with key employment service personnel, analyze the available literature on the employment service; (2) develop flow charts and a matrix of data needs for each organizational level showing how such data would be used; and (3) compare the information needs so identified with existing systems capabilities and make recommendations concerning the content, timeliness, and forms of the inputs and outputs required for employment service administration.

1-016* THE DEVELOPMENT AND ASSESSMENT OF AN EXPERIMENTAL FULL-TIME EMPLOYMENT SERVICE FOR AGRICULTURAL ECONOMISTS

AMERICAN AGRICULTURAL ECONOMICS ASSOCIATION
LEXINGTON, KY.

Dr. Loys L. Mather, Department of Agricultural Economics, University of Kentucky

Grant 21-21-73-42
Project still in progress

Descriptors: AGRICULTURAL ECONOMISTS; JOB MATCHING; COMPUTER SYSTEMS

The project aims to improve access to the employment market for agricultural economists and employers. It would facilitate placement activities by providing potential employers with profiles of individuals selected from the entire membership of the American Agricultural Economics Association and their characteristics or specialties. Through a computerized job matching system, agricultural economists, both new entrants and those with experience, will be exposed to a much larger job market and have greater options concerning employment decisions.

The project, a joint venture of the American Agricultural Economics Association (AAEA) and the Illinois Bureau of Employment Security, was divided into three phases—development, implementation, and operation and assessment. The initial phase, now completed, involved development, testing, and implementation of computer programs necessary for a job matching employment service. Agricultural economists and employers of agricultural economists were informed of the nature of the new service, including the development of profiles of all members of the AAEA. The model, now in operation, will provide characteristics of all applicants and job-matching services. Efforts will be made to calculate and analyze the cost of operation per placement, and the ability of the job-matching system to serve fully employers and agricultural economists.

1-017* DEVELOPMENT OF A MODEL SYSTEM OF MANPOWER AND ECONOMIC INDICATORS AND FORECASTS FOR URBAN LABOR MARKET AREAS

MAYOR'S COUNCIL OF MANPOWER AND ECONOMIC ADVISORS
CHICAGO, ILL.

Samuel C. Bernstein, Mayor's Office of Manpower

Grant 21-17-73-48
Project still in progress

Descriptors: ECONOMIC FORECASTING; ECONOMIC INDICATORS; MANPOWER PROJECTIONS; MODELS; URBAN AREAS; ILLINOIS, CHICAGO

This project is attempting to establish a local data system and a manpower and economic forecasting model to improve manpower and economic policy and planning in the Chicago city government. The data sets, methodological procedures, and organizational approaches developed should be applicable to urban markets generally.

Using existing data sources, the grantee is developing an economic indicator series to provide small-area urban data on population, labor force behavior and activity, and public and private investment.

These data will be directed especially at planning for CETA programs.

The final report will discuss in detail the application of the indicator series to decisions in the manpower planning process.

1-018 DEVELOPMENT OF AN OPPORTUNITY PROGRAM MANPOWER INFORMATION SYSTEM

WATTS LABOR COMMUNITY ACTION COMMITTEE
LOS ANGELES, CALIF.

Parker C. Anderson

Grant 42-06-72-08
Project completed fiscal year 1976

Descriptors: INFORMATION SYSTEMS; COST EFFECTIVENESS; MONITORING OF CETA PROGRAMS; YOUTH PROGRAMS

This project developed a management information system and related monitoring and assessment procedures for an NYC-type opportunity program sponsored by the Watts Labor Community Action Committee. The system provides a means of: (1) Improving the program's accountability for performance and outcomes and (2) facilitating management activities to better the design and linkages of the complex of program services provided by this sponsor.

The grantee: (1) Reviewed current practices and systems for program data, information, and recordkeeping; (2) identified gaps and duplicative practices in selection of needed data and information for monitoring and assessing program operations and outcomes; (3) designed new data and monitoring instruments; (4) pretested the efficiency of the new system; and (5) provided staff development and other activities relating to the institutionalization of the new system. No report is available.

1-019* THE DEVELOPMENT OF A REGIONAL COMPUTER-BASED MANAGEMENT INFORMATION SYSTEM

REGION IX, EMPLOYMENT AND TRAINING ADMINISTRATION, U.S. DEPARTMENT OF LABOR
SAN FRANCISCO, CALIF.
AND
LAWRENCE BERKELEY LABORATORY
BERKELEY, CALIF.

Walter Postle, Chief, Manpower Data and Analysis, Region IX

Agreement 20-06-75-08
Project still in progress

Descriptors: INFORMATION SYSTEMS; LABOR MARKET INFORMATION; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; MANPOWER SERVICES INFORMATION; CALIFORNIA; NEVADA; ARIZONA; HAWAII

Research and analytical organizations at various levels of government have had significant problems in accessing and interrelating the Employment Security Automated Reporting System (ESARS) and other data files and in analyzing data of interest on regional, State, and local bases. This project is designed to test the proposition that a large, modern computer facility can make a substantial contribution to the management of manpower programs through the application of advanced computer science. The project is developing an integrated, easily accessed data base. The data base can be used to produce administrative reports that combine, in a variety of formats, information from ESARS, from other program reporting systems, and from socioeconomic-demographic data files. Successful techniques are expected to be of value to U.S. Employment Service and to other regional offices.

Through the use of equipment at the Lawrence Berkeley Laboratory (LBL), the project is developing for Region IX of the Employment and Training Administration, under the guidance of regional and national advisory panels: (1) Management reports and tools for use at the local, State, and regional levels to directly support Employment and Training Administration decisionmaking and (2) computer-based tools for research into programs and policy options. Much socioeconomic-demographic and ESARS data are already on line, and experiments are underway at State, regional, and national levels to access and edit the data system, to add more data sets, and to experiment with new forms of reports, including computer graphics and computer mapping.

As of mid-1976, sufficient progress had been made to determine that this work should be converted to operational status on completion in the fall of 1976 of this 2-year experimental and demonstration project. The interactive retrieval program has been well received by region IX, its member States, and the national U.S. Employment Service office. Data currently on line include ESAR's summary data tapes for region IX and its individual States, by month, and quarterly data for all States, regions, and the country as a whole. Considerable success has been achieved in designing a system that will return data rapidly, even for people with little computer know-how and as little as a week's training. Users now can specify a printout of an entire table or a single line from a specified table and even generate their own report formats. Desired data can be expressed in a variety of chart layouts and labelings.

With the feasibility established, arrangements are being made for the installation of terminals and training of at least one operator in all regions and further development of the work as a pilot operation.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1-020 EXPERIMENTAL IMPLEMENTATION OF A COMPUTER-BASED LABOR INFORMATION AND JOB DISPATCHING SYSTEM FOR THE CONSTRUCTION INDUSTRY

JOINT CENTER FOR URBAN STUDIES, HARVARD UNIVERSITY AND MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Contract 71-25-72-06
Project completed fiscal year 1975

Dr. D. Quinn Mills, Edward A. Markowitz and Dr. Chester Fenton
September 1975

Report Descriptors: CONSTRUCTION INDUSTRY; LABOR MARKET INFORMATION; JOB MATCHING; COMPUTER SYSTEMS; DATA SOURCES AND USE; MASSACHUSETTS, BOSTON; VERMONT; GUIDES FOR MANPOWER PROGRAMS; HANDBOOKS; INSTRUCTIONAL MATERIALS
Joint Center for Urban Studies, 50 Memorial Drive, Cambridge, Mass. 02139.

1-021 FEASIBILITY OF DETERMINING WHETHER CLASSIFIED WANT ADS IN DAILY NEWSPAPERS ACCURATELY REFLECT LOCAL LABOR MARKETS AND HELP EMPLOYERS AND JOBSEEKERS

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

Grant 21-11-73-28
Project completed fiscal year 1974

John Walsh and Miriam Johnson
July 1973

Report Descriptors: EMPLOYMENT OPPORTUNITIES; LABOR DEMAND; JOB SEARCH; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION; HIRING PRACTICES; NEWSPAPER ADVERTISEMENTS; CALIFORNIA, SAN FRANCISCO; UTAH, SALT LAKE CITY

NTIS PB237066/AS

HELP WANTED: CASE STUDIES OF CLASSIFIED ADS

John Walsh, Miriam Johnson, and Marged Sugarman
1975

Report Descriptors: EMPLOYMENT OPPORTUNITIES; LABOR DEMAND; JOB SEARCH; LABOR MARKET INFORMATION; HIRING PRACTICES; NEWSPAPER ADS; CALIFORNIA, SAN FRANCISCO; UTAH, SALT LAKE CITY
Olympus Publishing Co., Salt Lake City, Utah.

1-022 JOB INFORMATION CENTER

YONKERS PUBLIC LIBRARY
YONKERS, N.Y.

Grant 92-36-72-30
Project completed fiscal year 1974

Virginia M. Wolven and Nancy Johmann
December 1973

Report Descriptors: SELF-HELP FOR JOBSEEKERS; MANPOWER SERVICES INFORMATION; JOB SEARCH; LABOR MARKET INFORMATION; LIBRARIES; EMPLOYMENT OPPORTUNITIES; NEW YORK, YONKERS
Available from Yonkers Public Library, 70 South Broadway, Yonkers, N.Y. 10701.

1-023 JOBSEEKING METHODS USED BY AMERICAN WORKERS

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Sophia C. Travis

Contract 20-11-73-04 (formerly 21-11-73-10)
Project completed fiscal year 1976

Descriptors: LABOR FORCE BEHAVIOR; JOB SEARCH; UNEMPLOYMENT; JOB PLACEMENT

This study examined job hunting methods to determine which are the most effective.

Questions covered both the intensity and extent of the job search. Data were collected in connection with the January 1973 Current Population Survey from people who had started their current jobs in the preceding 12 months.

Following are some of the major findings of the survey:

Two out of three workers in the study reported that they tried to find work by applying directly to employers without suggestions or referrals by anyone. The next four most frequently used methods—employed by much smaller proportions of workers—were: (1) Asking friends about jobs where they work; (2) answering local newspaper ads; (3) asking friends about jobs at places other than where they work; and (4) checking with the State employment service.

More workers (35 percent) obtained their current jobs through direct application to employers than by any other method. The next two methods reported most frequently, but by much smaller proportions of workers, were asking friends about jobs where they work and answering local newspaper ads. About equal proportions of jobseekers (5 to 6 percent) obtained their jobs through the State employment service and through private employment agencies.

The four most commonly used methods and the one workers most frequently named as the way they obtained jobs were the same for both men and women.

Carl Rosenfeld, Kopp Michelotti, and William V. Deuterman
1975

Report Descriptors: LABOR FORCE BEHAVIOR; JOB SEARCH; LABOR MARKET INFORMATION; JOB PLACEMENT; UNEMPLOYMENT

NTIS PB250484/AS
GPO BLS BULLETIN 1886 (STOCK NUMBER 029-001-01829-1)

1-024 LABOR MARKET INFORMATION SYSTEMS AND THE DISADVANTAGED

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 71-25-71-02
Project completed fiscal year 1975

MANPOWER POLICIES AND THE DISADVANTAGED—A SUMMARY REPORT ON LABOR MARKET INFORMATION SYSTEMS AND THE DISADVANTAGED, WITH EMPHASIS ON POLICY IMPLICATIONS

Dr. Charles A Myers
September 1974

Report Descriptors: INFORMATION SYSTEMS; UNSKILED WORKERS; UNEMPLOYMENT; REHABILITATION; JOB SEARCH; BLACKS

NTIS PB237303/AS

1-025 PLANNING AND CONCEPTUALIZATION OF A LABOR MARKET INFORMATION SYSTEM

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 71-24-70-02
Project completed fiscal year 1974

ON THE FEASIBILITY OF A LABOR MARKET INFORMATION SYSTEM

VOL. 1, FINAL REPORT

Dr. Malcolm S. Cohen
June 1974

Report Descriptors: LABOR MARKET INFORMATION; JOB INFORMATION SERVICE; SYSTEMS DESIGN AND ANALYSIS; JOB LOCATION; COMPUTER SYSTEMS; PUBLIC EMPLOYMENT SERVICE; ECONOMIC ANALYSIS AND ECONOMETRICS; DATA SOURCES AND USE; MINORITIES; COLORADO, DENVER; MICHIGAN, DETROIT; WISCONSIN, MILWAUKEE

NTIS PB236259/AS

VOL. 2, APPENDIXES A-D (WORKING PAPERS RELATED TO MODELS)

Dr. Malcolm S. Cohen
June 1974

Report Descriptors: LABOR MARKET INFORMATION; MODELS; SIMULATION; UNEMPLOYMENT INSURANCE; WELFARE DEPENDENCY; MANPOWER SERVICES INFORMATION

NTIS PB236260/AS

VOL. 3, APPENDIXES E-M (MISCELLANEOUS WORKING PAPERS)

Dr. Malcolm S. Cohen
June 1974

Report Descriptors: LABOR MARKET INFORMATION; COMPUTER SYSTEMS; MANPOWER SERVICES INFORMATION; MINORITIES; DATA SOURCES AND USE; PILOT STUDY

NTIS PB236261/AS

1-026 A SYSTEMATIC APPROACH TO USING JOBSEEKER INFORMATION AS A MEANS OF MAINTAINING A LOCALIZED JOB SEARCH INFORMATION SYSTEM

HUMAN RESOURCES DEVELOPMENT DEPARTMENT, STATE OF CALIFORNIA
SACRAMENTO, CALIF.

Contract 71-06-72-01
Project completed fiscal year 1975

1-027 SYSTEM FOR COLLECTING ADVANCE INFORMATION ON CHARACTER AND EXTENT OF EMPLOYMENT GENERATED BY NEW GOVERNMENT CONTRACTS

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Grant 21-11-73-34 (formerly Contract 82-11-71-08)
Project completed fiscal year 1974

Dr. Leonard A. Lecht, Dr. Marc A. Matland, and Richard J. Rosen
June 1974

Report Descriptors: EMPLOYMENT OPPORTUNITIES; FEDERAL GOVERNMENT; FEDERAL FUNDING; GOVERNMENT PROGRAM IMPACT ON MANPOWER; INFORMATION SYSTEMS; LABOR MARKET INFORMATION; COMPREHENSIVE MANPOWER PLANNING; MANPOWER PROJECTIONS
Eric—ed 097485

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1C. AGENCY CAPABILITIES

1-028* Analyzing the Impact of Mandatory Registration on U.S. Employment Service Performance

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

David A. Miller

Contract 20-42-75-45
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; EVALUATION AND ASSESSMENT; UNEMPLOYMENT INSURANCE

The purpose of this project is to determine the volume of mandatory registrants (e.g. welfare recipients, unemployment insurance claimants, food stamp recipients, etc.) served by the employment service (ES) and the impact of that activity on the performance of the ES system.

The specific objectives of this research are: (1) To measure the workload imposed upon the ES by mandatory registrants and the "work test" function; (2) to identify the services provided by the ES to those regarded as mandatory registrants; (3) to distinguish two general categories of mandatory registrants—those who need and are interested in job search services and those who neither need nor want such services; and (4) to analyze the impact of the workload generated by mandatory registrants (particularly by those not in need of ES services) upon the deployment of ES resources.

The study includes a sample survey of local ES offices, mandatory registrants, and employers. A review of Federal and State statutes mandating ES registration is also being conducted.

1-029* An Assessment of the Reciprocal Contribution of Social Work Expertise and Manpower Programing

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Valerie Jorrin

Grant 92-34-70-16
Project still in progress

Descriptors: CURRICULUMS; SOCIAL SERVICE EMPLOYEES; MANPOWER PROGRAM MANAGEMENT

This grant is exploring and delineating the ways in which academic social work expertise and manpower program operations can contribute to and supplement each other's role, function, and goals.

The grantee is operating a laboratory for community programing which will serve as the field placement office for six to eight graduate students. The laboratory would facilitate the assignment of these social work students in State and city manpower components and in special assignments to the Employment and Training Administration. At the conclusion of the project, special monographs will be produced to facilitate use of the project findings by social work schools and manpower agencies.

TEACHING MANPOWER: A COLLECTION OF COURSES
February 1976

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; INSTRUCTIONAL MATERIALS; VOCATIONAL GUIDANCE
ETA

1-030 Demonstration Project to Assess Provision of Services by ICESA, Inc., to the Department of Labor

INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES, INC.
WASHINGTON, D.C.

Murray Comarow, Executive Director

Grant 21-11-74-36
Project completed fiscal year 1976

Descriptors: EMPLOYMENT SERVICE MANAGEMENT; PUBLIC EMPLOYMENT SERVICE; CONFERENCES; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); SERVICE DELIVERY SYSTEMS

The Interstate Conference of Employment Security Agencies (ICESA) arranged a conference to study the role of the public employment service during the next decade and, given the large number of special tasks assigned to it, how the employment service can best serve the Nation. Proceedings of the conference were issued. It also conducted a 1-day conference with representatives of the Japanese Ministry of Labor on State functions and responsibilities of the employment security system in this country and studied the committee structure of the ICESA to provide a sharper focus on the wide range of major employment security issues.

ICESA CONFERENCE PROCEEDINGS — THE ROLE OF THE PUBLIC EMPLOYMENT SERVICE: 1975-1985
November 1975

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT SERVICE MANAGEMENT; FOREIGN MANPOWER POLICY; MANPOWER POLICY

NTIS PB248530/AS

1-031* Developing Productivity Measures for the U.S. Employment Service

BOEING COMPUTER SERVICES, INC.
WASHINGTON, D.C.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

Dr. Neil Weiner, Project Director

Contract 20-11-75-50
Project still in progress

Descriptors: PRODUCTIVITY; COSTS; PUBLIC EMPLOYMENT SERVICE

This project is attempting to: (1) Identify specific outputs resulting from employment service treatments or services; (2) develop procedures for quantifying such outputs; and (3) develop a procedure for weighting and combining all quantifiable outputs to arrive at an overall measure of productivity for the U.S. Employment Service. The major outputs identified are labor exchange (placements) and enforcement (work test). Employing proxy measures and estimated parameters in their conceptual model, the researchers have tentatively calculated benefit/cost ratios by State and total country, based on the 2-percent national research sample for fiscal year 1974 and other files.

1-032 Development of Performance Standards for Employment Service (ES)

E. F. SHELLEY & CO., INC.
NEW YORK, N.Y.

Stanley Applebaum and Dr. Charles K. Fairchild

Contract 20-36-74-22
Project completed fiscal year 1976

Descriptors: JOB PERFORMANCE; SUPPORTIVE SERVICES; EMPLOYMENT SERVICE MANAGEMENT; JOB PLACEMENT

The objectives of this project were: (1) To develop a system or series of methodologies which could be used to establish output and input standards relating to the placement performance of the public employment service (ES) and (2) to analyze the factors in and improve the specification of the Balanced Placement Formula (BPF), a formula used to allocate grants to States for ES activities.

The approach and findings of the project are presented in the following four volumes: *Volume 1. Executive Summary* provides a comprehensive statement of the methods used, accomplishments, and limitations of the project; *Volume 2 (Parts A and B). Findings and Recommendations* reports conclusions developed during the course of the project relative to (a) the Balanced Placement Formula (BPF), (b) the analysis of the effects of external forces on ES performance, and (c) the field tests of data collection and analysis methods to be used for establishing ES input standards; *Volume 3. Methodology Guide* presents the conceptual framework, methods, and implementation plan proposed for establishing and using input and output standards; and *Volume 4. Handbook for Analyzing Local Office Performance* contains procedures for data collection and analysis by ES functional activity to establish input standards.

DEVELOPMENT OF PERFORMANCE STANDARDS FOR EMPLOYMENT SERVICE (ES)

VOL. 1 EXECUTIVE SUMMARY
August 1975
ETA COPIES LIMITED

DEVELOPMENT OF PERFORMANCE STANDARDS FOR EMPLOYMENT SERVICE (ES)

VOL. 2 (PARTS A AND B). FINDINGS AND RECOMMENDATIONS
August 1975
ETA COPIES LIMITED

DEVELOPMENT OF PERFORMANCE STANDARDS FOR EMPLOYMENT SERVICE (ES)

VOL. 3 METHODOLOGY GUIDE
August 1975
ETA COPIES LIMITED

DEVELOPMENT OF PERFORMANCE STANDARDS FOR EMPLOYMENT SERVICE (ES)

VOL. 4 HANDBOOK FOR ANALYZING LOCAL OFFICE PERFORMANCE
August 1975
ETA LIMITED COPIES

1-033 Effectiveness of the Annual Worker Plan (Rural Manpower Mobility Plan)

KIRSCHNER ASSOCIATES, INC.
WASHINGTON, D.C.

Steve Van Dresser

Contract 20-11-76-31
Project completed fiscal year 1976

Descriptors: PUBLIC EMPLOYMENT SERVICE; MIGRANTS; EARNINGS; SEASONAL EMPLOYMENT; WORK SCHEDULES; RURAL AREAS; FARMWORKERS; TEXAS; FLORIDA

The purpose of this project was to determine whether employment service (ES) scheduling of interstate farm job itineraries—Rural Manpower Mobility Plans (RMMP's)— improves the employment and earnings of migratory farmworkers over those who are not so served. Personal interviews were conducted with a sample of over 800 farm labor crew leaders, crew members, and family heads from the RMMP files of ES local offices in migrants' Texas and Florida "home-base" residential areas.

The researchers found that the RMMP is used so infrequently by farm labor crew leaders and out-of-State growers that it can be of little help to many farmworkers listed as applicants for interstate job orders. Those who do receive ES services—job referrals, work scheduling, and access to support services—appear to benefit in improved income, employment, and general welfare outcome measures. Survey data suggest that local ES offices that are more active in behalf of farmworkers help them to secure greater benefits and improved outcomes.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Analysis shows that for the survey group the length of the migrant season is relatively short compared with time spent in home-base areas, and unemployment rates are much higher during the off-season. Thus, the researchers felt that job development and referral needs of migrant farmworkers are crucial in home-base areas during the nonmigration season.

VOLUME I, EXECUTIVE SUMMARY
August 1976

VOLUME II, FINAL REPORT
August 1976

1-034 THE EFFECT OF EXECUTIVE ORDER 11598 ON THE LABOR MARKET PERFORMANCE OF THE EMPLOYMENT SERVICE

PURDUE UNIVERSITY
WEST LAFAYETTE, IND.

Prof. Joseph C. Ullman, Purdue Research Foundation

Grant 92-18-72-08
Project completed fiscal year 1976

Descriptors: HIRING PRACTICES; MANDATORY JOB LISTING; JOB APPLICANTS; EMPLOYER ATTITUDES; EXECUTIVE ORDER NO. 11598; JOB PLACEMENT; VETERANS; JOB LISTING; PUBLIC EMPLOYMENT SERVICE

This is a study of how Executive Order 11598, which requires Federal agencies and most Federal contractors to list most job openings with the employment service, affects employment service capability to provide needed services to applicants. It investigated the impact of the order on the number and nature of job openings listed with the employment service, the number and nature of job referrals and placements, and the timing of these effects.

The study analyzed employer experience as well as employment service operations in six States. It compared a representative sample of establishments covered with a control sample of those not covered. Employment service staff and a sample of employers were interviewed, and job listings and placements before and after initiation of the mandatory listing (ML) requirements compared.

Early indications are that firms subject to the ML requirement hired significantly more veterans, including Vietnam veterans, through the employment service than did the comparison firms not covered by the requirement. It appears that the ML requirement is achieving its major goals of assisting veterans and increasing employment service placements.

THE IMPACT OF MANDATORY LISTING ON THE LABOR MARKET ROLE OF THE PUBLIC EMPLOYMENT SERVICE

John F. Baum and Joseph C. Ullman
September 1976

NTIS PB252616/AS

1-035 AN EXPERIMENTAL APPROACH TO DESIGNING AN R&D STRATEGY FOR THE EMPLOYMENT SERVICE

CENTER FOR APPLIED MANPOWER RESEARCH
BERKELEY, CALIF.

Grant 21-06-74-25
Project completed fiscal year 1975

AN EMPLOYMENT SERVICE RESEARCH AND DEVELOPMENT STRATEGY

Dr. Curtis C. Aller, Donald Mayall, John Mitchell, and David Roberts
March 1975

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; JOB MATCHING; COUNSELING AND GUIDANCE; EMPLOYMENT SERVICE STAFF; JOB PLACEMENT; EMPLOYMENT SERVICE MANAGEMENT; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; PARTICIPANT-OBSERVER METHODOLOGY

NTIS PB240551/AS

1-036* AN EXPERIMENTAL DESIGN OF A NET BENEFIT ANALYSIS OF THE EMPLOYMENT SERVICE

UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

Dr. Arnold Katz, Associate Professor of Economics

Grant 21-42-75-13
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; COST EFFECTIVENESS; ASSESSMENT AND EVALUATION; METHODOLOGY; JOB APPLICANTS; JOB PLACEMENT; EMPLOYER SERVICES

This project aims at the development of methods of assessing the value of employment service (ES) activities to the overall economy by means of cost-benefit analysis. The researcher will examine methodological issues, evaluate data sources, and test estimation procedures. Specifically, he will: (1) Identify measurable benefits of ES activities by the value of their labor market effects; (2) determine the models best suited for estimating the quantitative relations between ES policies and labor market outcomes and the best procedures and sources for making reliable estimates of ES program costs; (3) develop a methodology for identifying private benefits for ES clients; (4) assess information on the effects of ES programs on labor mobility; and (5) determine how differences in the local character of ES programs relate to differences in aggregate economic activity for specific areas.

1-037 HUMAN SERVICES MANPOWER CAREER CENTER

ILLINOIS BUREAU OF EMPLOYMENT SECURITY
CHICAGO, ILL.

Contract 82-15-70-22 (formerly Grant 92-15-69-22)
Project completed fiscal year 1974

HUMAN SERVICES GENERALIST CLASSIFICATION SERIES

Myrna Bordelon Kassel and Thomas W. Marsh
January 1973

Report Descriptors: HUMAN SERVICE AGENCIES; JOB ANALYSIS; UPGRADING; HUMAN RESOURCE DEVELOPMENT POLICY; HUMAN SERVICE OCCUPATIONS; JOB STRUCTURE; SERVICE DELIVERY SYSTEMS

NTIS PB218728/AS

1-038* IMPROVE LINKAGE BETWEEN OFFICE OF RESEARCH AND DEVELOPMENT AND PRIME SPONSORS/STATE EMPLOYMENT SERVICE AGENCIES THROUGH REGIONAL TECHNICAL ASSISTANCE AND TRAINING STAFFS

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Robert Ericson

Contract 20-25-75-42
Project still in progress

Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; CETA SERVICES AND PLANNING; PUBLIC EMPLOYMENT SERVICE; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION

Improved linkages between the Office of Research and Development and potential users of its findings and products among CETA prime sponsors and public employment service agencies are being developed through work with national and regional Employment and Training Administration staffs.

The project is being conducted in close collaboration with a supervisory committee composed of representatives of relevant Employment and Training Administration units. Experiments are being carried out in three regions, involving staffs of the Regional Training Institutes and those responsible for technical assistance and training.

The contractor is trying to increase the capacity of national and regional staffs to identify useful R&D materials, integrate them with other knowledge, transform them into curriculums and other useful forms, stimulate user ability to put such knowledge to work, and present knowledge in attention-getting and usable ways.

Work has revolved around techniques for making R&D materials more accessible through a looseleaf, functionally classified book of project summaries of special interest to trainers, regional conferences, and guidance in establishing regional resource centers.

The contractor will prepare guidebooks and curriculums for training staffs in the procedures developed and will train national and regional staffs in their use.

1-039* MEASURING THE EFFECTIVENESS OF COUNSELING IN THE ES

STANFORD RESEARCH INSTITUTE
MENLO PARK, CALIF.

Dr. Jacob M. Benus

Contract 20-06-75-48
Project still in progress

Descriptors: COUNSELING AND GUIDANCE; PUBLIC EMPLOYMENT SERVICE; PILOT STUDY

The primary objective of this project is to pretest an experimental design to be used in a subsequent, comprehensive evaluation of the effectiveness of the employment service (ES) counseling program. In addition, the project is expected to provide initial information on the net effect of counseling in ES "exemplary" counseling programs.

During the second stage, the contractor is conducting a pretest of the experimental design and questionnaire instrument at three ES locations. The design employs a random assignment technique for generating experimental and control groups involving a total of 800 applicants determined to be in need of counseling. A variety of baseline data is being collected and merged with data from personal interviews. The processed data will be analyzed to determine the effect of counseling.

The final report will evaluate the experimental design and make recommendations about its potential application in a comprehensive evaluation of ES counseling.

1-040 MEASURING THE EFFECTIVENESS OF EMPLOYER SERVICES IN THE U.S. EMPLOYMENT SERVICE

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

William Cameron

Contract 20-42-75-43
Project completed fiscal year 1976

Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYER SERVICES; ASSESSMENT AND EVALUATION; EFFECTIVENESS OF PROGRAMS

The overall purpose of this research was to develop a methodology for measuring the net effects of the employer services program. (This program consists of two major categories of activity, employer relations and employer technical services.)

The specific procedures of this study included: (1) Identifying, describing, and categorizing the major activities and patterns of activities conducted under the employer services program among local employment service (ES) offices; (2) identifying outcomes associated with the provision of employer services and determining the extent to which such outcomes can be quantified for use in assessing the overall effectiveness of the employer services program; (3) specifying an evaluation design for use

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

in determining the net effects of the provision of employer services and for assessing the overall effectiveness of the employer services program; and (4) determining whether and how costs can be associated with the employer services program.

1-041* Measuring the Productivity of the State Employment Service Agencies

ANALYTIC SYSTEMS, INC.
VIENNA, VA.

Charles Meike, Project Director

Contract 20-11-75-47
Project still in progress

Descriptors: PRODUCTIVITY; COSTS; PUBLIC EMPLOYMENT SERVICE

This project is a parallel R&D effort with respect to contract 20-11-75-50. The objectives are to: (1) Identify outputs resulting from employment service (ES) treatments; (2) develop procedures for quantifying them; and (3) weight and combine all quantifiable outputs to arrive at an overall measure of productivity for the U.S. Employment Service.

The project has identified four categories of outputs - applicant process, employer process, placement process, and legislatively mandated outputs. The conceptual schema has been tried out in three local offices to obtain an indication of its feasibility. Work is continuing on the identification of research needed to establish weights for outputs in terms of "value added" by ES treatments.

1-042* Project for Developing Experimental and Demonstration Programs of Training, Research, and Technical Assistance for Manpower Program Administrators

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Dr. Peter B. Doeringer, John F. Kennedy School of Government

Grant 92-25-72-03
Project still in progress

Descriptors: MANPOWER ECONOMICS COURSES; MANPOWER DEVELOPMENT; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; TRAINING PROGRAM MANAGEMENT; STAFF TRAINING

This project is to develop and test the feasibility of various manpower curriculums, instructional formats, and associated research and technical assistance activities directed at indoctrinating and training, present and new manpower officials and practitioners.

Emphasis is placed on: (1) Greater exposure of manpower program staff to the summer institute; (2) technical assistance in designing, coordinating, and staffing the Employment and Training Administration's internal staff training activities, particularly with respect to development of curricular materials; (3) developing work-experience internships for students in the academic year program; (4) improving the design and format of the summer institute; and (5) providing continued evaluation of the experimental curriculums and regular monitoring of training needs in the Employment and Training Administration.

Accomplishments include: A 4-week pilot summer Institute in Employment and Training Administration for administrators at the Federal, State, and local levels; establishment of two academic year courses in manpower economics and policy; and supportive educational services to the Labor Department's internal management training programs.

1-043* Model Systems for Selecting Employment Service Local Office Managers and Interviewers

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.
AND
U.S. CIVIL SERVICE COMMISSION
WASHINGTON, D.C.

Dr. Michael Rosenfeld and Dr. Richard Thornton, Educational Testing Service, Dr. William A. Gorham and Dr. Charles Anderson, U.S. Civil Service Commission

Contracts 20-11-74-18 and 20-11-75-07
Project still in progress

Descriptors: JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES; JOB PERFORMANCE; EMPLOYMENT OPPORTUNITIES

The objective of this project is to determine whether model selection systems for employment service local office managers and interviewers can be developed which will meet accepted professional standards and Federal guidelines for employment testing. In phase I, the contractor will attempt to develop, on the basis of content or construct validity, selection instruments for two jobs: ES local office manager and ES interviewer. The selection procedures are to have a demonstratable relationship to successful job performance and exclude factors which are not job—related and which might function as biases against the employment of minority group persons and women. The contractor will conduct an indepth job analysis for each of the two job categories. For those duties which are determined to be critical, the analysis will describe which knowledges, skills, abilities, and other characteristics are required for successful job performance. On the basis of this analysis, the contractor will develop and try out selection procedures for each job class. In addition, the contractor will investigate the feasibility of conducting criterion—related validity studies with the instruments developed for each job class and, if feasible, will carry out such studies in phase II.

1-044 Recruitement, Job Search, and the United States Employment Service

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

David A. Miller, Project Manager

Contract 20-42-74-34
Project completed fiscal year 1976

Descriptors: EMPLOYMENT SERVICE MANAGEMENT; JOB MATCHING; EMPLOYER SERVICES; JOB SEARCH; PUBLIC EMPLOYMENT SERVICE; JOB PLACEMENT

The study was designed to determine reasons for use or nonuse of public employment service (ES) offices by employers and jobseekers; the frequency, nature, and intensity of use; how services meet users' expectations and needs; recommendations for improvement; attitudes toward physical location, hours of operation, and physical layout of ES offices; and how the respondents see the employment service in the context of other job-matching resources and institutions.

Interviews were conducted with employment service personnel, employers, and jobseekers, who are users and nonusers in a representative sample of 20 medium-sized cities.

The report is generally favorable regarding ES performance and employer/jobseeker use of and attitudes toward the ES. Some of the major findings for medium-sized cities during the last 6 months of 1974 are: (1)Two-thirds of vacancies were filled through informal means. Of formal methods, ES was second to newspapers in use and placed 1 out of 17 workers who obtained jobs during the study period. (2) ES was used by 25 percent of all employers (representing 36 percent of all vacancies) and by 28 percent of job finders. (3) Large firms were more likely to use ES and more likely to list a greater percentage of orders and openings than were small firms. (3) The market for ES services was relatively stable. Eighty-four percent of ES-using employers considered their most recent use as typical. Eighty-five percent of ES-using jobseekers were repeat users and would use it again in the same way. (4) ES penetration of the employer community did not appear to be tied to high placement rates. Smaller ES offices and those with low levels of job listings had higher placement rates. (5) ES nonusers, both employers and jobseekers, simply did not need the ES. Their recruitement/jobseeking methods were satisfactory. Their attitudes toward the ES were neutral to favorable. (6) The major complaint against the ES involved the referral/matching process. Employers filled only one opening out of three listed with the ES through ES referral and hired only one ES referral out of three. Of jobseekers using the ES one-third did not keep the referral appointment and an additional one-fourth found the job filled at the time of their appointment. (7) The *Dictionary of Occupational Titles* seemed to present problems to both employers and jobseekers.

RECRUITMENT, JOB SEARCH, AND THE UNITED STATES EMPLOYMENT SERVICE

VOL. 1: FINDINGS AND CONCLUSIONS
December 1975

Report Descriptors: JOB SEARCH; HIRING PRACTICES; JOB MATCHING; EMPLOYER ATTITUDES; LABOR MARKET INFORMATION; PUBLIC EMPLOYMENT SERVICE

NTIS PB254091/AS MONOGRAPH FORTHCOMING

RECRUITMENT, JOB SEARCH, AND THE UNITED STATES EMPLOYMENT SERVICE

VOL. 2: TABLES AND METHODS
December 1975

Report Descriptors: JOB SEARCH; HIRING PRACTICES; JOB MATCHING; EMPLOYER ATTITUDES; LABOR MARKET INFORMATION; PUBLIC EMPLOYMENT SERVICE

NTIS PB254092/AS

RECRUITMENT, JOB SEARCH, AND THE UNITED STATES EMPLOYMENT SERVICE

PRECIS
December 1975

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; JOB MATCHING; JOB SEARCH; LABOR MARKET INFORMATION; EMPLOYER ATTITUDES; HIRING PRACTICES

NTIS PB254090/AS

1-045* State Salary Comparability Study

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.
AND
INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

Harry Zeman, Bureau of Labor Statistics, and Alan L. Madian, Institute of Public Administration

Grants 82-11-71-11 and 82-36-71-17
Project still in progress

Descriptors: SALARY COMPARABILITY STUDIES; OCCUPATIONAL STRUCTURE; WAGE STRUCTURE; WAGE DIFFERENTIALS; STATE AND LOCAL GOVERNMENTS

This project has sought to develop comparative salary survey procedures applicable at State levels, patterned after those currently used for Federal pay-setting purposes. These procedures were designed to help State governments achieve more equitable salary scales based on periodically surveyed pay rates in the general labor market.

The Bureau of Labor Statistics conducted occupational wage surveys in selected States to determine prevailing wages in the private sector. The surveys were patterned after the National Professional, Administrative, Technical, and Clerical (PATC) pay surveys which are used for Federal pay comparability purposes. The occupations covered by the PATC survey were augmented in some of

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

the States to add greater detail. Meetings were held with State officials concerning the results and their possible application to State salaries.

A basic conclusion emerging from the project was that application of the Federal technique could be used as a means of adjusting State salaries to achieve comparability with those in the private sector, but that special attention would be required concerning additional occupations, the size, and number of companies included in the surveys. A handbook describing the steps necessary in the conduct of these surveys was developed by BLS for the guidance of State officials who wish to conduct similar surveys. Included in the handbook is a chapter on the application of survey data to existing State salary structures.

1-046* STUDY OF LOCATION OF EMPLOYMENT SERVICE OFFICES

CONTRACT RESEARCH CORPORATION
BELMONT, MASS.

Dr. Frederick R. Levy

Grant 20-25-75-02
Project still in progress

Descriptors: HANDBOOK; EMPLOYMENT SERVICE MANAGEMENT

The contractor has developed a handbook that will assist a State employment service agency more effectively to select locations and sites for offices in a local labor market area. The handbook is based on existing location technology from marketing, the policy concerns of the U.S. Employment Service, and existing thinking and experience of public employment service personnel who have had experience in relocating, adding, or realining offices.

The handbook provides step-by-step procedures by which census data may be used in urban and nonurban situations to maximize the convenience of the offices for clients or to increase the number of applicants of specific occupational groups. Another section provides a discussion and a check list of factors that need to be considered in the final site location. The handbook was field tested in four States.

Dr. Frederick R. Levy and Susan Bloom
December 1975

1-047 A STUDY OF ON-LINE USE OF JOB INFORMATION IN EMPLOYMENT SERVICE LOCAL OFFICES

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Malcolm S. Cohen

Grant 21-26-74-21
Project completed fiscal year 1976

Descriptors: JOB MATCHING; JOB PLACEMENT; COMPUTER SYSTEMS; LABOR MARKET INFORMATION; COLORADO, BOULDER

The objective of this research was to study the on-line use of computerized placement potential in a typical local employment service office. The employment officers in the Boulder, Colo., local office of the employment service were provided with a computer terminal and access to statewide job orders and local office applicants. Data were collected on applicants referred by the employment service and a telephone followup survey was made to employers approximately 100 days after placement.

It was found that:

(1) Applicants who were referred as a result of a search of computerized applicant files had a better chance of finding jobs, stayed on the job longer, and earned more money than applicants referred through self-service microfiche readers.

(2) Employment service officers using the computer for applicant search were able to double the ratio of placements to referrals over the ratio obtained when applicants selected their own jobs from self-service microfiche readers. The placement ratio was higher when employment officers did manual searches of applicant files and when employment officers used microfiche to help applicants find a job. However manual search took 15 to 20 minutes longer than computer search, which can be accomplished in a matter of seconds, and was not practical except in the case of special groups such as veterans or minorities that receive preferential treatment.

(3) The computer had little effect on encouraging geographic mobility or commuting. Not a single computer placement was made in the city of Denver, an hour's drive from Boulder. Very little use was made of the computer for finding jobs for applicants as contrasted with finding applicants for jobs. Self-service microfiche selection was used by jobseekers for Boulder referrals. A similar observation was made in Salt Lake City where a time study was conducted. Applicants selected their own jobs from the boards that listed jobs by occupational group. Very little time was spent by employment service officers helping applicants find jobs.

(4) The *Dictionary of Occupational Titles* (DOT) was used as the primary code for searches against applicant files. This was not always adequate, necessitating manual screening of some applicant cards. (Only 20 percent of the placements made had identical applicant and job DOT's.)

(5) It was concluded that the computer can serve as a useful tool for employment counselors seeking to help employees with specific problems and as an aid in locating applicants as job orders are received. It can also cut down on manual file search and save on clerical costs. However, better job descriptors than those provided by the DOT are needed.

(6) A prototype simulation model was developed that models the flow of applicants into an employment service local office and suggests the number of terminals and microfiche readers, interviewers, and receptionists needed to meet different peak loads. The model can be adapted to different employment service local offices.

A STUDY OF ON-LINE USE OF JOB INFORMATION IN EMPLOYMENT SERVICE LOCAL OFFICES

VOL. 1 AN ON-LINE EXPERIMENT
October 1975

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; JOB PLACEMENT; JOB MATCHING; COMPUTER SYSTEMS; COST EFFECTIVENESS; COLORADO, BOULDER

NTIS PB247276/AS

A STUDY OF ON-LINE USE OF JOB INFORMATION IN EMPLOYMENT SERVICE LOCAL OFFICES

VOL. 2 A SIMULATION STUDY
October 1975

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; SIMULATION; COMPUTER SYSTEM; COST EFFECTIVENESS; PLACEMENT; UTAH, SALT LAKE CITY

NTIS PB248031

1-048 A STUDY OF THE EMPLOYMENT SERVICE AS A SOCIAL AND POLITICAL INSTITUTION

THE URBAN INSTITUTE
WASHINGTON, D.C.

Dr. Erwin C. Hargrove

Grant 20-11-76-10
Project completed fiscal year 1976

Descriptors: PUBLIC EMPLOYMENT SERVICE; CETA SERVICES AND PROGRAMS; BUREAUCRACY; STATE AND LOCAL GOVERNMENTS

This study has three main objectives. First, it seeks to identify and describe the nature and dynamics of the internal relationships that exist between the various organizational levels of the employment service (national, regional, State, and local). Second, it is attempting to discover how such relationships are influenced by external organizational entities and factors such as CETA prime sponsors, public interest groups, and socioeconomic conditions. Finally, the study aims to provide employment service officials with information necessary to improve the organizational effectiveness and productivity of the Federal-state system based on the findings developed in response to the first and second objectives. The study team has visited 10 states, conducting interviews with numerous officials both within and outside the employment service and is currently analyzing the data obtained.

1-049* STUDY OF THE FEASIBILITY OF APPLYING EMPLOYEE INCENTIVES TO LOCAL OFFICES OF THE U.S. EMPLOYMENT SERVICE

THE URBAN INSTITUTE
WASHINGTON, D.C.

Harry P. Hatry

Grant 21-11-76-19
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVES; JOB PERFORMANCE; PRODUCTIVITY; JOB PLACEMENT

The principal objectives of this project will be: (1) To determine the feasibility of applying employee productivity incentives in local office settings of the U.S. Employment Service; (2) to determine the likely nature of such a system of incentives, in the event they do appear to be feasible; and (3) to specify an outline of an experimental approach for testing and evaluating the practicality and effectiveness of such incentives.

The project tasks will include a preliminary acquisition of background information on the objectives to be served by an incentive plan and on the nature of local office environments and constraints, identification of alternative employee incentive plans and procedures, examination of the feasibility and practicality of such plans, and construction of an experimental approach for testing the practicality and effectiveness of one or more incentive plans for local employment service offices.

1-050* VALIDATION OF THE MANAGEMENT AUDIT SURVEY AGAINST EMPLOYMENT SERVICE PERFORMANCE CRITERIA

INSTITUTE FOR BEHAVIORAL RESEARCH IN CREATIVITY
SALT LAKE CITY, UTAH

Dr. Robert L. Ellison

Contract 20-11-75-39
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYER MANPOWER PRACTICES AND POLICIES; ATTITUDES; MANPOWER PROGRAM MANAGEMENT

This study is examining tools for predicting U.S. Employment Service performance at the local office level. The questionnaire and related scoring and reporting systems were developed and standardized on a sample of over 7,000 U.S. Department of Labor employees in 1973 and subsequently correlated with objectively determined performance criteria from the Employment Security Automated Reporting System in Pennsylvania. Replication of the Pennsylvania validity analyses in six States revealed a pattern of inconsistency from one State to the next that has been attributed in part to data inadequacies. An additional finding is that external labor market factors account for approximately half of the variation in employment service performance at the local office level in the States sampled.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

1D. RESEARCH AND DEVELOPMENT, EVALUATION, AND PLANNING

1-051 Assessment of Experimental Manpower Laboratories

NATIONAL ACADEMY OF SCIENCES—NATIONAL RESEARCH COUNCIL
WASHINGTON, D.C.

Grant 92-11-72-21
Project completed fiscal year 1974

THE EXPERIMENTAL MANPOWER LABORATORY AS AN R&D CAPABILITY

NAS Advisory Committee on Assessment of Experimental Manpower R&D Laboratories (EMLABS)
February 1974

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; EFFECTIVENESS OF PROGRAMS; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

NTIS PB248589/AS

1-052 Committee on Department of Labor Research and Development

NATIONAL ACADEMY OF SCIENCES—NATIONAL RESEARCH COUNCIL
WASHINGTON, D.C.

Dr. Henry David and Dr. David Goslin, Division of Behavioral Sciences

Grant 21-11-73-31
Project completed fiscal year 1976

Descriptors: MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT

A committee of research scientists, with the help of specialized subcommittees and staff, reviewed and assessed the Employment and Training Administration's research and development (R&D) program from its inception under the Manpower Development and Training Act of 1962.

The committee examined both the substance and procedures of the manpower R&D program, including the ways in which research ideas are generated or solicited, constraints on the development of ideas, program administration procedures, staff capabilities, and the effectiveness of project monitoring. The committee also examined the relevance, influence, and usefulness of research in the manpower program.

This project involved a program review, by the committee and ad hoc subcommittees, conducted through meetings with relevant officials; preparation of committee member, staff, and commissioned papers; archival searches; staff interviews; and questionnaires.

The final report notes that the R&D program was a pioneering effort and commends it for the number of very significant substantive accomplishments it has realized. It also recommends improvements in the technical competence of program staff and in developing a consistent R&D policy and strategy.

KNOWLEDGE AND POLICY IN MANPOWER: A STUDY OF THE MANPOWER RESEARCH AND DEVELOPMENT PROGRAM IN THE DEPARTMENT OF LABOR
1975

NTIS PB249698/AS

1-053 Discrimination in Training Programs

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Grant 21-24-73-21
Project completed fiscal year 1974

THE ALLOCATION OF TRAINING RESOURCES IN THE WIN PROGRAM

Dr. Bradley R. Schiller
September 1973

Report Descriptors: DISCRIMINATION; TRAINING EFFECTIVENESS AND IMPACT; TRAINING PRACTICES; WORK INCENTIVE PROGRAM (WIN); WOMEN; BLACKS; WOMEN'S OCCUPATIONS; BLACK/WHITE; LITERATURE REVIEW
Available from Department of Economics, College of Business and Public Administration, University of Maryland, College Park, Md. 20742. ERIC ED 083390

1-054 An Evaluation of the Effects of Training Programs in the U.S. Based Upon the National Longitudinal Surveys

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Dr. Gerald G. Somers, Industrial Relations Research Institute

Grant 21-55-73-15
Project completed fiscal year 1976

Descriptors: ASSESSMENT AND EVALUATION; METHODOLOGY;; ATTITUDES; INCOME; NATIONAL LONGITUDINAL SURVEYS; RETURNS ON TRAINING

An attempt was made to measure the effects of training programs through the use of data available in the National Longitudinal Surveys and Social Security records. However, these sources did not yield sufficient data, and no definitive conclusions could be drawn.

1-055 Expanding the Benefits of Completed Manpower Research Products

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

Contract 82-04-71-27
Project completed fiscal year 1974

ABSTRACTS OF SEVEN DOCTORAL DISSERTATIONS COMPLETED UNDER MANPOWER ADMINISTRATION RESEARCH GRANTS
1975

Report Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS
ETA
GPO MANPOWER RESEARCH MONOGRAPH NO. 34

MEETING HEALTH MANPOWER NEEDS THROUGH MORE EFFECTIVE USE OF ALLIED HEALTH WORKERS
1973

Report Descriptors: HEALTH MANPOWER; EMPLOYER MANPOWER PLANNING; HIRING PRACTICES
ETA
GPO MANPOWER RESEARCH MONOGRAPH NO. 25

EXPANDING THE BENEFITS OF MANPOWER RESEARCH

Lawrence R. Klein
August 1973

Report Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS

NTIS PB224600/AS
ETA
ERIC ed 083475.

BAKER'S DOZEN: ABSTRACTS OF 13 DOCTORAL DISSERTATIONS COMPLETED UNDER MANPOWER ADMINISTRATION RESEARCH GRANTS
1973

Report Descriptors: UTILIZATION OF MANPOWER RESEARCH, AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS
ETA
GPO MANPOWER RESEARCH MONOGRAPH NO. 27

1-056 THE FUTURE OF THE METROPOLIS: PEOPLE, JOBS, INCOME

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 21-36-73-37
Project completed fiscal year 1975

Dr. Eli Ginzberg
December 1974

Report Descriptors: URBAN PROBLEMS; POPULATION; SUBURBAN LABOR MARKETS; INNER-CITY RESIDENTS; LOW-WAGE JOBS; MANPOWER ECONOMICS; HUMAN RESOURCES; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; CONFERENCES
Olympus Publishing Co., Salt Lake City, Utah

1-057 IMPACT OF MANPOWER TRAINING PROGRAMS ON MINORITIES AND WOMEN

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 21-42-73-20
Project completed fiscal year 1975

THE IMPACT OF GOVERNMENT MANPOWER PROGRAMS IN GENERAL, AND ON MINORITIES AND WOMEN

Charles R. Perry,Bernard E. Anderson, Stephen A. Schneider, Larry R. Matlack, Harriet Goldberg, Peter P. Amons, Michael E. Sparrough, Corneluis A. McGuiness, Herbert R. Northrup, and Richard L. Rowan
May 1975

NTIS PB258001/AS
Industrial Research Unit, The Wharton School, University of Pennsylvania, Philadelphia, Pa. 19174

1-058* IMPROVING THE PUBLIC EMPLOYMENT SERVICE: THE RESEARCH CONTRIBUTION

CENTER FOR APPLIED MANPOWER RESEARCH
BERKELEY, CALIF.

Curtis C. Aller

Grant 20-06-76-13
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; LITERATURE REVIEW

This project is to develop an analytical framework for an interpretative assessment of the contributions that research, evaluation, and demonstration projects have made to the operations of the public employment service. The contractor is to conduct a review of the studies completed during the past 20 years, focusing on the possible implications, uses, constraints, and limitations of the work. Also the contractor is to develop abstracts of studies reviewed that can be combined with existing bibliographies. The major gaps in knowledge that become evident during the analysis will be pointed out. A monograph of from 50 to 75 pages will be produced as a final product of this project.

1-059 A PROJECT TO FACILITATE THE UTILIZATION OF SELECTED MANPOWER R&D FINDINGS AND TO EXPERIMENT WITH MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING

HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Dr. Edward M. Glaser and Dr. Harvey Ross

Grant 92-06-72-27
Project completed fiscal year 1976

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

This grant calls for activities and recommendations to promote the fuller utilization of the findings of selected research and development projects. The grantee is also assisting a cooperating company in developing a management style that includes increased worker participation in work planning at a new facility.

1-059A A PROJECT TO FACILITATE THE UTILIZATION OF SELECTED MANPOWER R&D FINDINGS

Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)

This grant calls for activities and recommendations to promote the fuller utilization of the findings of selected research and development projects.

Activities to promote greater use of R&D findings include: (1) Preparation of a synthesis-analysis of what has been learned about the individualization of manpower programing for disadvantaged persons; (2) assistance to the California State Personnel Board in building into its Transitional Employment Experimental Model (TEEM) project the procedures and data collection on which to base the utilization of its findings; (3) assistance to the Training and Technology project in Oak Ridge, Tenn., in developing a regional utilization network in cooperation with the Atlanta regional office of the Employment and Training Administration and other R&D projects; and (4) preparation of materials based on Office of Research and Development project findings for distribution to CETA sponsors.

IMPROVING THE QUALITY OF WORKLIFE...AND IN THE PROCESS, IMPROVING PRODUCTIVITY

Dr. Edward M. Glaser
January 1975

Report Descriptors: PRODUCTIVITY; JOB SATISFACTION; WORK ATTITUDES; INDUSTRIAL MANAGEMENT; SUPERVISION; WORK ENVIRONMENT; QUALITY OF EMPLOYMENT; WORKER PARTICIPATION IN MANAGEMENT; JOB RESTRUCTURING

NTIS PB236209/AS
ERIC ed 084361. *Productivity Gains Through Work Life Improvement*, 1976, The Psychological Corporation, 757 3rd Ave., N.Y.,N.Y. 10017.

DESIGNING A DEMONSTRATION PROJECT TO FACILITATE THE UTILIZATION OF ITS RESULTS

Dr. Harvey L. Ross
September 1976

Report Descriptors: UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; TRANSITIONAL EMPLOYMENT; EXPERIMENTAL MODEL

NTIS PB257016/AS

INDIVIDUALIZATION OF MANPOWER SERVICES: A SOURCEBOOK OF IDEAS

Dr. Edward M. Glaser, Dr. Irvin G. Sarason, and Dr. Albert S. Thompson
January 1975

Report Descriptors: SERVICE DELIVERY SYSTEMS; TRAINING; JOB PLACEMENT; RECRUITMENT, ASSESSMENT AND EVALUATION; COACHING

NTIS PB240118/AS

1-059F A PROJECT TO EXPERIMENT WITH MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING

Descriptors: ORGANIZATIONAL ENVIRONMENT; WORK ROLES; WORKER PARTICIPATION IN MANAGEMENT; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; PRODUCTIVITY; JOB RESTRUCTURING; WORK ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT

The study was designed to assess the relationship of Quality of Worklife (QWL) to productivity and job satisfaction at a new branch pharmaceutical manufacturing plant located in rural southeastern United States. The project's goals were: (a) To determine if QWL consultation to a new plant would contribute to improved job satisfaction and productivity compared with an established plant of the parent company manufacturing the same products, but not participating in such consultation; (b) to describe developmental events, prevailing conditions, consulting interventions, and their outcomes; and (c) to distill learnings from what seems to have worked well, or what has not, in order to provide indications for future efforts to achieve enriched QWL and organizational effectiveness.

Although implementation of the project concepts was limited by a number of factors discussed in the report, positive outcomes can be reported: The initial production runs were successful; there is evidence of widely shared ego involvement among the total work force with the plant and its problems; the absenteeism rate has been only 2.3 percent compared with a regional average of 4.5 percent; the plant has successfully weathered major problems, frustrations, and pressures involved with start-up delays and simultaneous needs to "hurry into production." Although a diminution of overall enthusiasm and commitment to participative management has been noted, there is evidence that management feels the project has reinforced its efforts to create a good working environment. Learnings and recommendations have been drawn from the experiences and a full chapter has been devoted to these findings.

A forthcoming companion report by the Institute for Social Research, University of Michigan, due in December 1976 or early 1977, will present results of an independent evaluation of this project and its outcomes.

IMPROVEMENT IN THE QUALITY OF WORKLIFE AND PRODUCTIVITY: A JOINT VENTURE BETWEEN MANAGEMENT AND EMPLOYEES

Dr. Edward M. Glaser, Dr. Carroll E. Izard, and Mary Faith Chenery
July 1976

Report Descriptors: WORKER PARTICIPATION IN MANAGEMENT; QUALITY OF EMPLOYMENT; PRODUCTIVITY; WORK ATTITUDES; JOB SATISFACTION; INDUSTRIAL MANAGEMENT

NTIS PB254337/AS

1-060* A STUDY OF RESEARCH AND DEVELOPMENT INFORMATION STORAGE AND RETRIEVAL REQUIREMENTS

E. F. SHELLEY ASSOCIATES, INC.
CHEVY CHASE, MD.

Phyllis S. Dacus

Contract 20-24-76-07 (formerly Contract 20-36-73-27)
Project still in progress

Descriptors: MANPOWER RESEARCH AND DEVELOPMENT STORAGE AND RETRIEVAL; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT; SYSTEMS DESIGN AND ANALYSIS; COMPUTER SYSTEMS

The contractor has assisted the Employment and Training Administration's Office of Research and Development (ORD) in establishing a cost-effective computer-based storage and retrieval system for disseminating to potential users the body of information that flows from the CRD program.

A subject classification system based on a thesaurus of employment and training terms has been developed that provides for keywording individual ORD projects and reports and their classification in the system and in the ORD projects book subject index.

A file of ORD project and report abstracts for 1972 to 1976 has been compiled to create an ORD data base. The system is being used in the production of the projects book by automatic photocomposition through the use of Linotron, an automated phototypesetting system operated by the Government Printing Office.

1-061* STUDY OF OLDER WORKERS: SYNTHESIS, ANALYSIS, AND R&D STRATEGY

AMERICAN INSTITUTES FOR RESEARCH
WASHINGTON, D.C.

Dr. Harold L. Sheppard

Contract 20-11-76-54
Project still in progress

Descriptors: OLDER WORKERS; AGING; AGE DISCRIMINATION; RETIREMENT; MIDDLE AGED WORKERS

This study will assist the Office of Research and Development in planning R&D projects concerning the employment-related problems of older workers. The contractor will: (1) Perform a systematic examination of all available relevant data; (2) review and evaluate ongoing programs for older workers; and (3) analyze policy issues and priorities. Secondary sources will be utilized for the most part. Results of this project are expected to provide guidance for R&D programs in this area over the next 5 to 10 years.

1-062 WORKSHOP ON RESEARCH NEEDED TO IMPROVE THE EMPLOYMENT AND EMPLOYABILITY OF WOMEN

WOMEN'S BUREAU, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 20-11-74-28
Project completed fiscal year 1975

UPWARD MOBILITY FOR PRIVATE HOUSEHOLD WORKERS

David Chaplin
June 1974

Report Descriptors: WOMEN; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; HOUSEHOLD WORKERS; LABOR MOBILITY; IMMIGRATION; PRIVATE EMPLOYMENT AGENCIES

NTIS PB257583/AS
Available from the Information Office, Women's Bureau, Employment Standards Administration, Department of Labor, 200 Constitution Avenue, NW, Washington, D.C. 20210

PART-TIME WORK AND FLEXIBLE HOURS EMPLOYMENT

Carol S. Greenwald
June 1974

Report Descriptors: WOMEN; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; PART-TIME EMPLOYMENT; WORK SCHEDULES

NTIS PB257622/AS
Available from the Information Office, Women's Bureau, Employment Standards Administration, Department of labor, 200 Constitution Avenue, NW, Washington, D.C. 20210

MINORITY GROUP WOMEN

Dr. Patricia Sexton
June 1974

Report Descriptors: WOMEN; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; MINORITIES; BLACKS, CHINESE AMERICANS; INDIANS; SPANISH-SPEAKING AMERICANS
Available from the Information Office, Women's Bureau, Employment Standards Administration, Department of Labor, 200 Constitution Avenue, NW, Washington, D.C. 20210

THE EARNINGS GAP: RESEARCH NEEDS AND ISSUES

Isabel V. Sawhill
June 1974

Report Descriptors: WOMEN; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; LITERATURE REVIEW; EARNINGS
Available from the Information Office, Women's Bureau, Employment Standards Administration, Department of Labor, 200 Constitution Avenue, NW, Washington, D.C. 20210

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

BARRIERS TO ENTRY AND RE-ENTRY INTO THE LABOR FORCE

Carol L. Jusenius and Steven H. Sandell
June 1974

Report Descriptors: WOMEN; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; LITERATURE REVIEW

NTIS PB257621/AS
Available from the Information Office, Women's Bureau, Employment Standards Administration, Department of Labor, 200 Constitution Avenue, NW, Washington, D.C. 20210

THE CONDITION OF WOMEN IN BLUE COLLAR, INDUSTRIAL AND SERVICE JOBS: A REVIEW OF RESEARCH AND PROPOSALS FOR RESEARCH, ACTION, AND POLICY

Pamela Roby
June 1974

Report Descriptors: WOMEN; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; BLUE-COLLAR WORKERS; LITERATURE REVIEW; INDUSTRIAL WORKERS; SERVICE INDUSTRIES

NTIS PB257365/AS
Available from the Information Office, Women's Bureau, Employment Standards Administration, Department of Labor, 200 Constitution Avenue, NW, Washington, D.C. 20210

2. PROGRAMS AND TECHNIQUES

2A. EDUCATION

2-001 ADOLESCENT MINORITY FEMALES IN AN URBAN LABOR MARKET

METROPOLITAN APPLIED RESEARCH CENTER, INC.
NEW YORK, N.Y.
AND
NORTHSIDE CENTER FOR CHILD DEVELOPMENT
NEW YORK, N.Y.

Dr. Mamie P. Clark and Dr. Hylan Lewis

Grant 42-36-73-03
Project completed fiscal year 1976

Descriptors: ROLE MODELS; COUNSELING AND GUIDANCE; TRANSITION TO WORK; YOUNG WOMEN; BLACKS; DROPOUTS; MOTIVATION

This project attempted to test and determine the impact of a model youth program upon the motivation of black women school dropouts aged 16 through 19 in an urban ghetto. Peer group reinforcement was used, and peer aides served as role models.

The participants attended peer group sessions up to 15 hours per week. The sessions, facilitated by peer group aides of similar social and economic circumstances, focused on employment, labor market information, training, and related activities.

Findings indicate that the peer group reinforcement model is a useful means of improving employment behavior for this target group. The analysis shows that practically every member of the experimental group held a job at some point during the program as compared with slightly more than one-third of the control group. Whether the young women were in school or out of school and had looked for a job or had not looked made differences in their view of job possibilities and of education. The peer group mechanism seemed effective in dealing with some aspects of the interplay among race, sex, and age in work behavior and expectations.

IMPROVING EMPLOYMENT POSSIBILITIES FOR FEMALE BLACK TEENAGERS IN NEW YORK CITY
May 1976

Report Descriptors: ROLE MODELS; COUNSELING AND GUIDANCE; YOUNG WOMEN; MOTIVATION; TRANSITION TO WORK; BLACKS; NEW YORK, NEW YORK

NTIS PB255778/AS

2-002* ANALYSIS AND SYNTHESIS OF DOL EXPERIENCE IN YOUTH TRANSITION TO WORK PROGRAMS

MANPOWER RESEARCH PROJECTS, INC.
ALEXANDRIA, VA.

Dr. Regis H. Walther

Grant 21-11-76-16
Project still in progress

Descriptors: YOUTH; STATE-OF-THE-ART PAPERS; TRANSITION FROM SCHOOL TO WORK

This state-of-the-art report will review literature, particularly the results of R&D projects; review exemplary programs; followup on researched programs; and make an analysis of key issues of potential interest to CETA sponsors. It will then extract constructive solutions or options for operators of youth transition to work programs. Areas to be covered are outreach and intake, how remedial education should be incorporated and by what kinds of techniques for out-of-school youth, effective program mixes and counseling techniques, the improvement of work attitudes and jobseeking skills, types of job placement and followup programs, and how programs can be evaluated.

2-003 ANALYSIS OF IMPACT OF UTILIZATION BY REGULAR MANPOWER AGENCIES OF E&D DEVELOPED BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT) PROGRAM

DEVELOPMENT ASSOCIATES, INC.
WASHINGTON, D.C.

Contract 20-11-73-02
Project completed fiscal year 1974

FINAL REPORT ON THE ANALYSIS OF IMPACT OF UTILIZATION BY REGULAR MANPOWER AGENCIES OF E&D DEVELOPED BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT) PROGRAM

Fred A. Garcia
September 1973

Report Descriptors: ENGLISH AS A SECOND LANGUAGE (ESL); BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT); SERVICES TO WORKERS; SPANISH-SPEAKING AMERICANS;

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

ASSESSMENT OF APPLICANTS AND TRAINEES; TRAINING EFFECTIVENESS AND IMPACT

2-004* Assessment of Job Placement Service in Colleges with Predominantly Black Students

ULTRASYSTEMS, INC.
NEWPORT BEACH, CALIF.

Dr. Franklin G. Fisher

Contract 20-06-75-11
Project still in progress

Descriptors: BLACK/WHITE; TRANSITION FROM SCHOOL TO WORK; COLLEGE GRADUATES; EDUCATION; CAREER GOALS; UNIVERSITIES AND COLLEGES; JOB PLACEMENT

The researcher is conducting an assessment of placement services in a representative sample of 4-year colleges with predominately black student populations and their predominately white counterparts. The study seeks to answer such questions as: How does the placement process function and operate in the colleges? Are there differences between the placement services at black and at white colleges? If so, what are these differences and why do they exist? Is placement a part of the colleges' educational effort? What types of jobs do students in particular disciplines obtain?

Thirty colleges (15 white and 15 black) are being visited and a sample of students, administrators, and faculty at each school interviewed. Data is also being obtained from the college placement office and from employers of recent college graduates.

Preliminary findings show that in general college placement services are inadequate and that adequate career counseling is not provided. One may also infer from the research that during the time youngsters are students, they are relatively unconcerned about careers, and a majority (both races) major in areas not projected to be in high demand; however, the alumni questioned were critical of their college course work and many stated that their college courses were not relevant to their jobs.

2-005 Assessment of Pilot Vocational Exploration in the Private Sector (VEPS) NYC In-School/Summer Program

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Contract 82-29-71-34
Project completed fiscal year 1974

VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR: MODEL FOR IMPLEMENTING THE 1972-73 GUIDELINES

Donald P. Sprengel and E. Allan Tomey
May 1972

Report Descriptors: VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; DROPOUTS

2-006 Day Care—NYC Youth Helper Program

NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC.
NEW YORK, N.Y.

Mary Conway Kohler

Grant 42-1-004-36
Project completed fiscal year 1976

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); WORK-EXPERIENCE PROGRAMS; CHILD DAY CARE; MEXICAN AMERICANS; MODELS; BLACKS

This project explored the feasibility of integrating in-school Neighborhood Youth Corps enrollees into the staffs of day-care centers. The purpose of this work-experience model was to: (1) Facilitate development of effective work habits; (2) provide exposure to a number of career opportunities, including the field of day care; and (3) better prepare participating youth for parental responsibilities.

The grantee established the new model at several locations among rural, urban, and suburban populations, including black, white, and Mexican American students and began development of materials for the use of others in implementing the model at new locations.

An evaluation of this project indicated that the participating students gained insight concerning younger children and how they grow and learn; gained job-related skills and information on which to base a career decision; and, perhaps even more importantly, gained increased understanding of themselves. In addition, the project was generally viewed favorably by day-care center staff and the students' teachers.

FINAL REPORT OF THE NATIONAL COMMISSION ON RESOURCES FOR YOUTH DAY CARE YOUTH HELPER PROGRAM
January 1976

Report Descriptors: YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); CHILD DAY CARE

NTIS PB257851/AS

2-007 Demonstration Project to Expand the "NYC Goes to a Community College" Model to the NYC-2 (Out of School) Program

EVALUATION TECHNOLOGY CORPORATION
SAN BERNARDINO, CALIF.

Contract 42-06-71-01
Project completed fiscal year 1974

FINAL REPORT: NYC-2 GOES TO COMMUNITY COLLEGE
August 1973

Report Descriptors: WORK-STUDY PROGRAMS; VOCATIONAL GUIDANCE; ON-THE-JOB TRAINING (OJT); GUIDELINES FOR MANPOWER PROGRAMS

2-008* Demonstration Program to Serve Young Black Girls in Memphis, Tennessee

SOCIAL SERVICE DELIVERY SYSTEMS
MEMPHIS, TENN.

Andrew Fox and Julius Harrington

Contract 20-47-75-12 (formerly Grant 42-47-73-01)
Project still in progress

Descriptors: ROLE MODELS; YOUNG WOMEN; YOUTH PROGRAMS; TEENAGERS; DROPOUTS; ATTITUDES; BLACKS; WORK EXPERIENCE PROGRAMS

This project is testing whether a program of peer group reinforcement, role model aides, and constructive work experience can promote a significant degree of positive behavior and attitude change among inner-city black girls in their early teens. The hypothesis is that work experience combined with peer group reinforcement will lead to reduced school dropout rates after age 16 and improved labor market experiences for the students upon leaving school. Ninety 14- and 15-year-old girls who appear to be potential dropouts constitute these study groups. Two groups work after school in day care or recreation centers, assisting in the care of children aged 6 to 12. The girls in one of the groups also participate in periodic "rap" sessions, assisted by a role model aide. The third group serves as a control for this demonstration project with neither work nor peer group support.

See also Grant 42-36-73-03.

2-009 Developing Model NYC Programs for Rural Youth

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Dr. Guy H. Miles, Vice President

Contract 41-1-001-27
Project completed fiscal year 1976

Descriptors: MODELS; RURAL AREAS; NEIGHBORHOOD YOUTH CORPS (NYC); IOWA; MINNESOTA; NEBRASKA

This project built upon the results of the researcher's earlier study of NYC projects (contract 41-7-006-25) for rural youth in the North Central States. The present study had four phases. Phase I developed a model program emphasizing those factors shown by the prior research to have a positive effect on the future of the program enrollees. Three models were operated during phase II and baseline data on the operations were collected. Phase III determined how effective the rural youth program had been by comparing the occupational and social adjustment attained by youth who completed the program with the adjustment of matched control subjects who had not been in it. Phase IV determined the impact of models on the second series of enrollees who participated in Minnesota and Iowa.

The program models, for both in-school and out-of-school enrollees, emphasized close coordination with ongoing community services, individualized services where possible, and preparation for urban living. The evaluation measured outcomes in terms of placement into a job, placement into a higher educational experience or an additional training opportunity, and preparation for the transition to urban living. With few exceptions, there was no statistically significant difference between the post-high school behavior of experimental and control youths.

AN EVALUATION OF THREE EXPERIMENTAL RURAL YOUTH PROJECTS (PHASE II FINAL REPORT)

VOL. 1, EXPERIMENTAL OPERATIONS
Joseph M. Reid
June 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NORTH CENTRAL STATES; RURAL AREAS; YOUTH

NTIS PB238992/AS

VOL. 2, BASELINE DATA FOR EXPERIMENTAL AND CONTROL GROUPS
Joseph M. Reid and Guy H. Miles
September 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NORTH CENTRAL STATES; RURAL AREAS; YOUTH

NTIS PB238993/AS

AN EVALUATION OF THREE EXPERIMENTAL RURAL YOUTH PROJECTS (FINAL REPORT PHASE III): THE PROJECT'S FIRST YEAR
Joseph M. Reid and Guy H. Miles
May 1974

Report Descriptors: ASSESSMENT AND EVALUATION; RURAL AREAS; NORTH CENTRAL STATES; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); MODELS

NTIS PB238975/AS

AN EVALUATION OF THE MODELS FOR A NORTH CENTRAL STATES RURAL YOUTH PROGRAM
Dr. Guy H. Miles and Joseph M. Reid
August 1975

Report Descriptors: YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); RURAL AREAS; MINNESOTA; IOWA; NEBRASKA

NTIS PB249168/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-010 THE DEVELOPMENT OF A MODEL FOR NYC-2 EDUCATION PROGRAMS

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 42-11-72-06
Project completed fiscal year 1975

AN EDUCATION MODEL FOR MANPOWER PROGRAMS: A MANUAL OF RECOMMENDED PRACTICES

Dr. Regis H. Walther
February 1975

Report Descriptors: BASIC EDUCATION; YOUTH PROGRAMS; MODELS; NEIGHBORHOOD YOUTH CORPS (NYC); GUIDELINES FOR MANPOWER PROGRAMS; TRAINING PROGRAM MANAGEMENT; CURRICULUMS; INSTRUCTIONAL MATERIALS; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; GUIDES FOR MANPOWER PROGRAMS

NTIS PB25050/AS

2-011 IN-SCHOOL NYC PROJECT FOR 14- AND 15-YEAR-OLD GIRLS

MEMPHIS BOARD OF EDUCATION
MEMPHIS, TENN.

Grant 42-47-73-01
Project completed fiscal year 1974

BLACK TEENAGE GIRL PROJECT IN IN-SCHOOL NEIGHBORHOOD YOUTH CORPS

Andrew Fox, Dr. W. Theodore May, and Paul L. Schwartz
April 1974

Report Descriptors: ROLE MODELS; YOUNG WOMEN; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); BLACKS; TEENAGERS

NTIS PB236184/AS

2-012 A LONGITUDINAL STUDY OF SELECTED OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR CITIES

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Dr. Regis H. Walther, Manpower Research Projects

Contract 41-0-003-09
Project completed fiscal year 1976

Descriptors: WORK-EXPERIENCE PROGRAMS; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); EFFECTIVENESS OF PROGRAMS

The study was built on the contractor's earlier research with urban NYC-1 programs (contract 81-09-66-19). The present study focused on three major research questions: (1) Compared with NYC-1, does NYC-2 result in better post-NYC adjustment of enrollees to the world of work? (2) What was the contribution of specific program changes in NYC-2 to changed program outcomes? (3) How might the NYC-2 program be improved with respect to the assistance provided to its enrollees?

The study examined the effectiveness of redesigned NYC-2 in Atlanta, Baltimore, Cincinnati, and St. Louis through longitudinal study of 502 NYC-2 enrollees; through comparisons with predecessor NYC-1 in two sites; and through experimental/control group comparisons in one site. Study results evidenced the seriousness of employability programs among young, disadvantaged school dropouts in the site cities. Program components associated with good employment outcomes included job placement, worksite job development and placement, and completions of skill training. Overall, however, results did not indicate that NYC-2 programs were more effective than NYC-1 programs in achieving employability for enrollees. In addition, no significant difference was found between the employment outcomes of the experimental group and the control group. While the strengthening of productive components might be expected to improve the effectiveness of NYC-2 programs, the fact that study subjects often failed to utilize existing program resources suggested that the prospects for substantial improvement are more closely associated with policies of enrollee selection and retention. The limitation of NYC-2 programs to 16- and 17-year-old youth tended to overload the site programs with poorly motivated and underachieving trainees.

REPORT OF PHASE I: SITE SELECTION AND DATA FORMS

November 1970

NTIS PB210176/AS

REPORT OF PHASE II: RESEARCH SITES AND ENROLLEE CHARACTERISTICS

Dr. Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
February 1972

NTIS PB210177/AS

A LONGITUDINAL STUDY OF SELECTED OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR CITIES

Dr. Regis H. Walther and Margaret L. Magnusson
June 1975

Report Descriptors: YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); EFFECTIVENESS OF PROGRAMS

NTIS PB256832/AS

2-012A AN EVALUATION OF THE 1972 WASHINGTON SUMMER INTERN PROGRAM OF THE DEPARTMENT OF LABOR

Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

The 1972 Washington Summer Intern Program was a special work experience, underwritten by the Department of Labor, for approximately 100 young people, high school juniors for the most part, from many places in the

Nation. The program was operated by three sponsors for three ethnic groups: Spanish speaking, black, and native Americans. Although the specific objectives of the operating sponsors varied to some extent, each had goals related to helping interns in their career planning and preparation and in their knowledge of government operations and service.

Manpower research projects undertook to evaluate the intern program. The design of the study involved information collected in 1972 from program staff, work supervisors, and interns and information obtained in April 1973 from a followup of the interns.

Interns were nearly unanimous in very high appreciation of the overall usefulness of their experiences. Other study results indicated that the experience had been effective in career-related and knowledge-of-government program goal areas. Indications of attitudinal change also pointed to enhanced political sophistication and improved work-relevant attitudes. In general, the short-term and the long-term results confirmed the impressions that the intern program was a successful learning experience.

Suggested improvements for future program consideration were made in the areas of (1) objectives and operations, (2) program management, (3) continuity, and (4) coordination.

A LONGITUDINAL STUDY OF SELECTED OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR CITIES: AN EVALUATION OF THE 1972 WASHINGTON SUMMER INTERN PROGRAM OF THE DEPARTMENT OF LABOR

Dr. Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
February 1973

Report Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

NTIS PB222323/AS

FINAL REPORT

Dr. Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
August 1973

Report Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

2-013 Model Program to Instruct Manpower Training Personnel in Selection and Application of Remedial Instructional Materials to Meet Individual Trainee Needs

TECHNICAL EDUCATION RESEARCH CENTER, INC.
CAMBRIDGE, MASS.

Contract 82-25-71-10
Project completed fiscal year 1974

MULTI-MEDIA STAFF TRAINING PACKAGE

August 1974

Report Descriptors: BASIC EDUCATION; STAFF TRAINING; DISADVANTAGED; INDIVIDUALIZED INSTRUCTION; PREVOCATIONAL TRAINING; MOTIVATION; WORK SAMPLING; PROGRAMED INSTRUCTION; AUDIOTAPES; FILMS
Available from Technical Education Research Center, Inc., 44 Brattle St., Cambridge, Mass. 02138.

THE INDIVIDUALIZED MANPOWER TRAINING SYSTEM

Donna Seay
August 1974

Report Descriptors: BASIC EDUCATION; STAFF TRAINING; DISADVANTAGED; INDIVIDUALIZED INSTRUCTION; PREVOCATIONAL TRAINING; MOTIVATION; WORK SAMPLING; PROGRAMED INSTRUCTION; AUDIOTAPES; FILMS

NTIS PB247383/AS

2-014 New Education Programing in Manpower Training Projects

GRAHAM ASSOCIATES, INC.
WALNUT CREEK, CALIF.

Grant 42-06-74-01
Project completed fiscal year 1975

THE DEVELOPMENT OF A COMPREHENSIVE BASIC EDUCATION SYSTEM FOR ALTERNATIVE EDUCATION PROGRAMS

William J. Enright and Gary S. Graham
February 1975

Report Descriptors: DROPOUTS; INSTRUCTIONAL MATERIALS; JOB CORPS; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; NEW EDUCATION PROGRAM; CORRECTIONS; MODELS

TEACHER'S MATH SUPPLEMENT: JOB CORPS/ NEW EDUCATION PROGRAM

Joseph M. Loebman
February 1975

Report Descriptors: DROPOUTS; INSTRUCTIONAL MATERIALS; JOB CORPS; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; NEW EDUCATION PROGRAM; CORRECTIONS; MODELS; INSTRUCTIONAL MATERIALS

2-015* New Estimates of the Effects of Family Background, Test Scores, Personality, and Years of Schooling on Economic Success

CENTER FOR THE STUDY OF PUBLIC POLICY
CAMBRIDGE, MASS.

Dr. Christopher Jencks, Fellow, Center for the Study of Public Policy and Dr. Lee Rainwater, Professor of Sociology, Harvard University

Grant 20-11-75-06
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: RETURNS ON EDUCATIONAL INVESTMENT; EARNINGS; FAMILIES; ATTITUDES; ECONOMIC STATUS; OCCUPATIONAL STATUS

The project is investigating the role of family background, cognitive skills, personality traits, and exposure to school and college in determining an individual's eventual occupation and income. These issues have been analyzed in the past, but analyses have suffered from certain limitations. For example, there has been a lack of data on: (1) Degree of economic resemblance among children reared in the same home; (2) relationship between early test scores and adult economic success. (3) relationship between personality traits prior to school completion and subsequent economic success. The project staff have available to them new data sets—e.g., the NORC Brothers Survey, Project Talent 5-year followup of twins and siblings, and Project Talent 11-year followup survey, which allow them to deal with these limitations more effectively than before. The project is jointly funded with the National Institute of Education.

2-016 OPERATIONS RESEARCH TO MONITOR-ANALYZE THE IMPACT AND EFFECTIVENESS OF THE VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR (VEPS) PILOT PROGRAM FOR IN-SCHOOL NYC ENROLLEES

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Grant 42-29-72-07
Project completed fiscal year 1975

ASSESSMENT OF THE VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR (VEPS) SECOND YEAR NYC IN-SCHOOL/SUMMER PROGRAM
May 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); TRANSITION FROM SCHOOL TO WORK; DROPOUTS

VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR: FINAL REPORT AND ASSESSMENT 1972-73

Dr. Donald P. Sprengel and E. Allan Tomey
July 1974

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; CAREER EXPLORATION; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; TRANSITION FROM SCHOOL TO WORK; DROPOUTS; GUIDES FOR MANPOWER PROGRAMS

LONGITUDINAL IMPACT ASSESSMENT OF THE 1971-72 VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR PROGRAM

Dr. Donald P. Sprengel and E. Allan Tomey
July 1974

YOUTH TRAINING IN THE PRIVATE SECTOR: A MODEL FOR IMPLEMENTATION

Dr. Donald P. Sprengel and E. Allan Tomey
June 1974

Report Descriptors: NEIGHBORHOOD YOUTH CORPS(NYC); YOUTH PROGRAMS; CAREER EXPLORATION; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; TRANSITION FROM SCHOOL TO WORK; DROPOUTS

NTIS PB244438/AS

2-017 RESEARCH PROJECT CONCERNING STUDENTS FROM MINORITY GROUPS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 81-11-71-10
Project completed fiscal year 1974

Dr. John H. McArthur
June 1974

Report Descriptors: COLLEGE GRADUATES; WAGES; BUSINESS ADMINISTRATION; DISADVANTAGED; MINORITIES; JOB SATISFACTION

NTIS PB237407/AS

2-018* REVISION OF THE HEALTH CAREERS GUIDEBOOK, THIRD EDITION, 1972

NATIONAL HEALTH COUNCIL, INC.
NEW YORK, N.Y.

Karl M. Wolfe

Grant 21-36-76-15
Project still in progress

Descriptors: HEALTH MANPOWER; CAREER INFORMATION SYSTEM; COUNSELING AND GUIDANCE

The objective of this grant is to assist in developing a new edition of the *Health Careers Guidebook* issued in 1972. To do so, the grantee will: (1) Act as liasion between the Departments of Labor and Health, Education, and Welfare, the principal Government agencies involved in the project, and the various major national medical and paramedical organizations in the United States and (2) assist in a variety of specific tasks. These tasks include preparing the Guidebook for critical review by a number of representative users; establishing, convening, and coordinating an advisory committee; preparing occupational lists of emerging, continuing, and obsolete occupations within the health field; compiling lists of specific organizations representing these occupations, as well as identifying resource persons for each organization named; and developing, writing, and editing all narrative chapters of the Guidebook. The grantee will also distribute the revision to all State and metropolitan health career councils, national voluntary and professional health organizations, and CETA prime sponsors. This project is a joint undertaking with the Bureau of

Health Manpower in the Department of Health, Education, and Welfare.

2-019 Study of Effectiveness of Graham Associates Demonstration Project on New Education Programing in Manpower Training Projects

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Dr. Regis H. Walther, Manpower Research Projects

Grant 42-11-74-02
Project completed fiscal year 1976

Descriptors: ASSESSMENT AND EVALUATION; SUPPORTIVE SERVICES; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; NEW EDUCATION PROGRAM; BASIC EDUCATION; CURRICULUMS; NEIGHBORHOOD YOUTH CORPS (NYC); EFFECTIVENESS OF PROGRAMS

Evaluative research was used to assess the effectiveness of a new approach to education in manpower projects. The experiment was provided by the Graham Associates grant (42-06-74-01) in a demonstration project involving varied programs in California and Washington. The grantee evaluated the quality of the results achieved through the Graham Associates New Education Program by examining the variations in achievement that might be attributable to student, site, and program variables.

Guidelines were established for judging the educational innovations used. Control groups were established for comparing individuals not participating in the Graham Associates demonstration, using such criteria as percent attendance, academic improvement, attitude change, and observations. A minimum of 50 students participated in the NEP at each site—a skills center, NYC-2 project, precontinuation school, and correctional institution—to test the model.

The results varied depending upon the site, but some significant measure of success was achieved in all sites. On the average, students gained .9 grades in reading and .7 grades in math during their first 3 months. About 45 percent of the students in the NYC programs either used NEP credits to gain a high school diploma or passed the GED while enrolled in the NEP.

THE FIRST MONTHS

Dr. Regis H. Walther and Margaret L. Magnusson, Manpower Research Projects
April 1974

Report Descriptors: YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); CURRICULUMS; NEW EDUCATION PROGRAM; BASIC EDUCATION; DROPOUTS; DISADVANTAGED; CORRECTIONS; GUIDELINES FOR MANPOWER PROGRAMS; INSTRUCTIONAL MATERIALS

A STUDY OF THE EFFECTIVENESS OF GRAHAM ASSOCIATES DEMONSTRATION PROJECT ON EDUCATION PROGRAMING IN MANPOWER TRAINING PROJECTS

Dr. Regis H. Walther and Margaret L. Magnusson
May 1975

Report Descriptors: BASIC EDUCATION; CURRICULA; INSTRUCTIONAL MATERIALS; NEW EDUCATION PROGRAM; YOUTH PROGRAMS; CORRECTIONS

NTIS PB246262/AS

2-020* Study of Job Corps Allowances Systems

PLANNING AND HUMAN SYSTEMS
WASHINGTON, D.C.

Jane Watson

Contract 20-11-76-37
Project still in progress

Descriptors: JOB CORPS; RESIDENTIAL JOB CENTERS; TRAINING ALLOWANCES; EDUCATION; YOUTH; WORK EXPERIENCE PROGRAMS

This study will assess the feasibility and effectiveness of three different plans for modifying the current allowance system for Job Corps participants. Three varying procedures for increasing the current allowance payment to corpsmembers will be evaluated. The expected result is that corpsmembers will be motivated to stay in the program longer in order to achieve successful program termination resulting in employment.

Three experimental study sites are the Phoenix, Pine Ridge, and Columbia Basin Job Corps Centers; matched control sites are San Jose, Marsing, and Wolf Creek Job Corps Centers. All corpsmembers in centers between the target date for implementation of the plans and 12 months later will take part.

The study will include comparisons between experimental and control centers, before and after comparisons at experimental centers, and comparisons among the experimental centers.

2-021* A Study of Noneconomic Impacts of the Job Corps Program

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Dr. Judith Goldberg

Contract 20-25-75-13
Project still in progress

Descriptors: JOB CORPS; HEALTH CARE; DRUG USERS; DROPOUTS; ATTITUDES; TRAINING EFFECTIVENESS AND IMPACT; JOB SATISFACTION; SOCIAL RELATIONSHIPS

Study objectives are to develop measures of noneconomic outcomes and apply these measures in a limited setting to experimental, control, and comparison groups in order to determine the nature and extent of changes that occur in the Job Corps enrollee as a result of participation in the Job Corps.

The study investigators are in the process of conducting the pretest survey of Job Corps enrollees.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-022 TRANSITION FROM SCHOOL TO WORK: IMPACT OF AN EXPERIMENTAL MANPOWER ECONOMICS COURSE ON A COHORT OF OHIO SECONDARY SCHOOL STUDENTS

COLORADO STATE UNIVERSITY
FORT COLLINS, COLO.

Grant 21-08-73-29
Project completed fiscal year 1974

MANPOWER ECONOMIC EDUCATION AND THE TRANSITION FROM SCHOOL TO WORK (IMPACT ON A COHORT OF OHIO SECONDARY SCHOOL STUDENTS)

Dr. Robert L. Darcy, Richard V. Kauffman, and Edward P. Miller
February 1974

Report Descriptors: MANPOWER ECONOMICS COURSES; COUNSELING AND GUIDANCE; TRANSITION FROM SCHOOL TO WORK; DROPOUTS; LONGITUDINAL SURVEYS; YOUTH

NTIS PB230971/AS

TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL (TEEM)

Henry Harvey, Public Employment and Affirmative Action Division, California State Personnel Board
December 1975

Report Descriptors: PERSONNEL DEVELOPMENT; PERSONNEL SELECTION; STATE GOVERNMENT; MANPOWER UTILIZATION; EMPLOYMENT; CALIFORNIA

NTIS PB253125/AS

2-023* TRANSITION FROM SCHOOL TO WORK: THE CONTRIBUTION OF COOPERATIVE EDUCATION PROGRAMS AT THE SECONDARY SCHOOL LEVEL

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Morris A. Horowitz and Dr. Irwin L. Herrnstadt, Department of Economics

Contract 82-25-71-39
Project still in progress

Descriptors: TRANSITION FROM SCHOOL TO WORK; VOCATIONAL EDUCATION; HIGH SCHOOLS; WORK-STUDY PROGRAMS; YOUTH; EDUCATION EFFECT ON CAREER PATTERNS; JOB PLACEMENT; LABOR FORCE PARTICIPATION; PART-TIME EMPLOYMENT; WORK ATTITUDES

This is a study of: (1) The degree to which students from cooperative vocational education programs may be better equipped than other youth to find a first full-time job and to find a job of better quality; and (2) the extent to which the working experience of graduates of cooperative vocational programs differs from that of other students. Secondary objectives include a determination of whether cooperative education is more likely to prevent students from leaving school prematurely and an identification of the method by which firms are encouraged to participate in cooperative education programs.

This is a two-phase study comparing the in-school programs and postgraduation labor market experience of 1966 and 1972 high school graduates in Boston and surrounding communities. The first phase, now completed, sought to obtain information on personal characteristics, high school educational experience, first job, and most recent employment of 1966 graduates. During phase II, students in the class of 1972 were interviewed in school and followed up for 15 months to determine the nature and extent of their educational program, its relevance to work situations, and their cooperative work experiences, job search methods, and job satisfaction. Teachers, school administrators, and employers were interviewed about the effectiveness of cooperative education.

Phase I results showed that 1966 graduates of cooperative and trade school programs earned higher hourly wages and had more occupational and employer stability than graduates of general academic and technical programs. More conclusive evidence on the differential effects of cooperative education versus noncooperative programs on postgraduation work experience will be obtained in phase II.

2-024 VOCATIONAL GUIDANCE PROGRAM FOR HIGH SCHOOL YOUTH

HOUSTON VOCATIONAL GUIDANCE
HOUSTON, TEX.

Contract 82-46-68-42
Project completed fiscal year 1974

CAREER GUIDANCE THROUGH GROUPS: A JOB PLACEMENT AND GROUP VOCATIONAL GUIDANCE SERVICE FOR HIGH SCHOOL YOUTH, PHASE II

June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; HIGH SCHOOLS; JOB PLACEMENT; INSTRUCTIONAL MATERIALS

NTIS PB199475/AS

THE GROUP GUIDANCE PROGRAM

Report Descriptors: VOCATIONAL GUIDANCE; INSTRUCTIONAL MATERIALS; STAFF TRAINING; HIGH SCHOOLS; CURRICULUMS

NTIS PB222122/AS-SET
The Group Guidance Program is available as a set from NTIS. It includes the material from PB 222123 and PB 222124.

THE GROUP GUIDANCE PROGRAM: CAREER GUIDANCE THROUGH GROUPS

VOL. 1, OPERATIONS MANUAL

Judy Meyer and Carol Anderson
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; HIGH SCHOOLS; INSTRUCTIONAL MATERIALS

NTIS PB222123/AS

THE GROUP GUIDANCE PROGRAM: CAREER GUIDANCE THROUGH GROUP DYNAMICS FOR SECONDARY SCHOOL STUDENTS

VOL. 2, CURRICULUM MATERIALS

Keith Turkington, Carol Anderson, et al.
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; CURRICULUMS; INSTRUCTIONAL MATERIALS

NTIS PB222124/AS

THE GROUP GUIDANCE AND JOB PLACEMENT PROGRAM FOR HIGH SCHOOL YOUTH

VOL. 3, WORKSHOP TRAINING MANUAL

Keith Turkington, Carol Anderson, et al.
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; INSTRUCTIONAL MATERIALS; HANDBOOKS

NTIS PB222411/AS

THE GROUP GUIDANCE PROGRAM: A GROUP CAREER GUIDANCE AND JOB PLACEMENT PROGRAM FOR SECONDARY SCHOOL YOUTH

VOL. 4, A COMMUNITY RESOURCE MANUAL—PROTOTYPE

June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING

NTIS PB222412/AS

2B. PUBLIC EMPLOYMENT PROGRAMS

2-025 Alternative Forms of Public Service Employment

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Contract 81-06-72-01
Project completed fiscal year 1974

2-025A The Effect of Legitimate Opportunities on the Probability of Parolee Recidivism

Philip Cook
October 1973

Report Descriptors: JOB SATISFACTION; GOVERNEMNT POLICIES; REHABILITATION; CORRECTIONS; PUBLIC EMPLOYMENT PROGRAMS; LITERATURE REVIEW

NTIS PB224441/AS

2-025B The Design of a Federal Employment Program in a Strategy to Raise Low Earnings

Lawrence S. Seidman
November 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; POVERTY; JOB CREATION; CIVIL SERVICE SYSTEM; LOW INCOME

NTIS PB236191/AS

2-025C Public Service Employment and the Supply of Labor to the Private Sector

Robert H. Frank
November 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; JOB ANALYSIS; STATE AND LOCAL GOVERNMENTS; CIVIL SERVICE SYSTEM; PRIVATE INDUSTRY; LABOR SUPPLY; CALIFORNIA, OAKLAND; CALIFORNIA, SAN FRANCISCO

NTIS PB224453/AS

2-025D An Expanded Public Employment Program: Some Supply and Demand Considerations

Dr. Frank S. Levy and Michael Wiseman
November 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; JOB ANALYSIS; STATE AND LOCAL GOVERNMENTS; CIVIL SERVICE SYSTEM; LABOR DEMAND; LABOR SUPPLY; LOW-LEVEL OCCUPATIONS; CALIFORNIA, SAN FRANCISCO; CALIFORNIA, OAKLAND

NTIS PB224388/AS

2-025E The Inflationary Effects of Public Service Employment

Philip Cook and Robert H. Frank
November 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; JOB ANALYSIS; STATE AND LOCAL GOVERNMENTS; CIVIL SERVICE SYSTEM; INFLATION; CALIFORNIA, SAN FRANCISCO; CALIFORNIA, OAKLAND

NTIS PB224442/AS

2-026 Analysis of R&D Approaches and Findings on Public Service Employment for Employability Development

UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

Grant 92-42-72-29
Project completed fiscal year 1974

PUBLIC SERVICE JOBS AND TRANSITIONAL EMPLOYMENT: AN ANALYSIS OF THE VERMONT EXPERIMENTAL AND DEMONSTRATION PROJECT

Dr. James A. Craft
February 1974

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: SUPPORTED EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; LOW INCOME; WELFARE RECIPIENTS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; VERMONT

NTIS PB236183/AS

2-027* Counter-Recessionary Public Employment

UNIVERSITY OF CALIFORNIA, INSTITUTE OF INDUSTRIAL RELATIONS
BERKELEY, CALIF.

Dr. Michael Wiseman

Grant 21-06-76-17
Project still in progress

Descriptors: IMPACT OF MANPOWER POLICIES; PUBLIC EMPLOYMENT PROGRAMS; SIMULATION; UNEMPLOYMENT; CETA PROGRAMS; UNEMPLOYMENT/INFLATION TRADEOFF

This study is investigating the extent to which public employment programs are a useful complement to other tools of fiscal policy in combating high levels of unemployment. It is concerned with the employment effects and flexibility of such programs and with their distributional impact, particularly their ability to affect specific target groups or areas.

Major emphasis of the project is on simulation of the employment effect of program expenditures and a comparison of that effect with those of other fiscal policies under varying conditions. This will be based on a critical review of existing theory and modeling and the development and testing of more refined and comparable assumptions and techniques. Particular attention will be given to consideration of the displacement assumptions made in simulations. Employment effects will be simulated at various substitution rates, including, but not limited to, those actually experienced under CETA and earlier public employment programs.

Final results should provide policymakers and administrators with a more accurate picture of the circumstance under which public employment can be used advantageously as an employment-generating instrument.

2-028 An Exploratory Study of Paraprofessional Recreation and Park Job Opportunities for the Disadvantaged in Work Experience, Public Service Career, and Public Employment Programs

AMERICAN ASSOCIATION FOR HEALTH, PHYSICAL EDUCATION, AND RECREATION
WASHINGTON, D.C.

Grant 41-2-003-11
Project completed fiscal year 1974

UTILIZATION OF DISADVANTAGED WORKERS IN PUBLIC PARK AND RECREATION SERVICES

Dr. Donald E. Hawkins
September 1973

Report Descriptors: EMPLOYMENT OPPORTUNITIES; RECREATION AND PARKS; WORK-EXPERIENCE PROGRAMS; DISADVANTAGED; PARAPROFESSIONALS; MANPOWER UTILIZATION; RECRUITMENT; PUBLIC EMPLOYMENT PROGRAMS; PUBLIC SERVICE CAREERS

NTIS PB231872/AS
Also available from American Association for Health, Physical Education, and Recreation, 1201-16th St. NW., Washington, D.C. 20036 or National Recreation and Park Association, 1601 North Kent Street, Arlington, Va. 22209.

2-029 Special Work Projects for the Unemployed and Upgrading for the Working Poor

STATE OF VERMONT, DEPARTMENT OF EMPLOYMENT SECURITY
MONTPELIER, VT.

Contract 82-48-70-30
Project completed fiscal year 1975

STUDY OF THE VERMONT MANPOWER EXPERIMENTAL AND DEMONSTRATION PROGRAM, FINAL REPORT

Booz-Allen and Hamilton, Inc.
October 1973

Report Descriptors: ATTITUDES; MOTIVATION; SUPPORTED EMPLOYMENT; SERVICE DELIVERY SYSTEMS; LOW INCOME; WELFARE RECIPIENTS; VERMONT

NTIS PB226776/AS

FINAL UPGRADING REPORT

Robert E. Mattson
September 1973

Report Descriptors: UPGRADING; LOW INCOME; WELFARE RECIPIENTS; VERMONT

NTIS PB231920/AS

AN EVALUATION OF INDIVIDUALIZED AND POOL SLOT DEVELOPMENT FOR PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Robert E. Mattson
September 1973

Report Descriptors: SUPPORTED EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; SERVICE DELIVERY SYSTEMS; MANPOWER PROGRAM MANAGEMENT; VERMONT

NTIS PB231850/AS

CONSIDERATIONS IN SELECTION OF PUBLIC SERVICE EMPLOYERS: THE VERMONT EXPERIENCE

Robert E. Mattson and Joseph A. Rution
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; STATE AND LOCAL GOVERNMENTS; VERMONT

NTIS PB231854/AS

THE USES OF PARAPROFESSIONALS IN THE DELIVERY OF MANPOWER AND SOCIAL SERVICES THROUGH PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Robert E. Stanfield
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; PARAPROFESSIONALS; VERMONT

NTIS PB231897/AS

SWP VERSUS PEP: A COMPARISON BETWEEN THE VERMONT E&D SPECIAL WORK PROJECT AND THE PUBLIC EMPLOYMENT PROGRAM IN VERMONT

Richard A. Burleson
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EFFECTIVENESS OF PROGRAMS; VERMONT

NTIS PB231895/AS

THE ROLE OF THE COACH IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Erica Burleson
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; COACHING; VERMONT

NTIS PB231898/AS

FINANCIAL DISINCENTIVES FOR WELFARE CLIENTS TO ENTER PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Milton J. Nadworny, R. B. Lawson, and R. E. Musty
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; WELFARE RECIPIENTS; WORK INCENTIVES; EFFECTIVENESS OF PROGRAMS; VERMONT

NTIS PB231899/AS

THE ROLE OF THE COUNSELOR IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Christina Gibbons
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; COUNSELING AND GUIDANCE; VERMONT

NTIS PB232048/AS

PROCEDURAL GUIDES FOR ADMINISTRATORS OF PUBLIC SERVICE EMPLOYMENT PROJECTS

September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SERVICE DELIVERY SYSTEMS; VERMONT; HANDBOOKS

NTIS PB231851/AS

EMPLOYABILITY BARRIERS OF THE WELFARE/MANPOWER PRIVATE AND PUBLIC SECTORS: THE VERMONT CLIENT GROUP AND THE ABSORPTIVE CAPACITY OF THE EXPERIENCE

Abbus Alnasrawi, John H. Mabry, and Milton J. Nadworny
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; LOW INCOME; WELFARE RECIPIENTS; LABOR MARKET INFORMATION; VERMONT

NTIS PB232078/AS

TRANSPORTATION AS A FACTOR IN THE DELIVERY OF RURAL MANPOWER SERVICES IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Frederick T. Lawrence
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; COMMUTING; RURAL AREAS; SERVICE DELIVERY SYSTEMS; VERMONT

NTIS PB232177/AS

THE TRANSITION FROM SUBSIDIZED TO NONSUBSIDIZED EMPLOYMENT: THE VERMONT EXPERIENCE

Nancy Cargill Vachon
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EFFECTIVENESS OF PROGRAMS; TRANSITION TO WORK; VERMONT

NTIS PB232278/AS

THE USE OF TRAINING RELATED EXPENSE AND ENRICHMENT MONIES IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Gordon Gayer, Robert Herdman, Renate Hoinkes, and Frederick T. Lawrence
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; TRAINING ALLOWANCES; VERMONT

NTIS PB232211/AS

THE DEVELOPMENT OF A SYSTEM FOR FINANCIAL MANAGEMENT OF PUBLIC SERVICE EMPLOYMENT SUBCONTRACTS: THE VERMONT EXPERIENCE

Peter E. Battelle
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; INFORMATION SYSTEMS; MANPOWER PROGRAM MANAGEMENT; VERMONT

NTIS PB232180/AS

LONG TERM FOLLOWTHROUGH OF PARTICIPANTS IN THE VERMONT EXPERIMENTAL AND DEMONSTRATION PROJECT

John R. Cashman, and Robert E. Mattson
December 1974

NTIS PB241224/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

THE VERMONT SURVEY OF EMPLOYER RECEPTIVITY TO WAGE SUBSIDY PROGRAMS IN THE PRIVATE SECTOR

John R. Cashman and Robert E. Mattson
December 1974

Report Descriptors: EMPLOYER MANPOWER PRACTICES AND POLICIES; EMPLOYMENT POLICY; WAGE SUBSIDIES; PRIVATE INDUSTRY; VERMONT

NTIS PB241221/AS

FINAL REPORT
December 1974

NTIS PB231920/AS

2-030 Transitional Employment Experimental Model

CALIFORNIA STATE PERSONNEL BOARD
SACRAMENTO, CALIF.

Richard A. Bernheimer

Grant 21-06-73-06
Project completed fiscal year 1976

Descriptors: STATE AND LOCAL GOVERNMENTS; DISADVANTAGED; CIVIL SERVICE SYSTEM; WELFARE RECIPIENTS; SUPPORTIVE SERVICES; TRAINING PRACTICES; TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL; CALIFORNIA STATE PERSONNEL BOARD; CALIFORNIA

The objectives of this project were to explore and demonstrate the feasibility of a public-based employer acting as a first-resort employer for the disadvantaged and providing a transitional training and supportive service program during the initial period of employment.

Newly hired disadvantaged persons were prepared for part-time or full-time employment elsewhere in the public and/or private sector and hired by participating agencies on a full-time basis after having demonstrated mastery of job duties in the transitional assignment. The contractor arranged through the California Human Resources Division and other State and local agencies to develop and test the transition models.

2C. SUPPORTED EMPLOYMENT

2-031 Supported Employment Project: The Pioneer Messenger Service

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Contract 82-36-71-09
Project completed fiscal year 1974

THE PIONEER MESSENGER SERVICE

Gary Walker
April 1972

Report Descriptors: DRUG USERS; SUPPORTED EMPLOYMENT; TRANSITION TO WORK; ALCOHOLICS; CORRECTIONS; WORK ENVIRONMENT

NTIS PB214575/AS

2-032* Supported Employment Projects in the Public Sector

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Herbert Sturz, Director

Grant 92-36-72-12
Project still in progress

Descriptors: DRUG USERS; CORRECTIONS; WELFARE RECIPIENTS; SUPPORTED EMPLOYMENT; ALCOHOLICS; PUBLIC EMPLOYMENT PROGRAMS; WORK ENVIRONMENT

This project is determining the feasibility and potential of public service supported work programs for individuals with addiction, alcoholic, and offender backgrounds who are unable to remain successfully employed. It is assessing the effectiveness of such programs, the problems encountered in their operation, and their impact upon this special group.

The grantee, with financial assistance from the City of New York, is conducting three public service projects employing ex-offenders and ex-addicts—building/monument restoration and cleaning, newspaper recycling, and sidewalk repair and paving. The situations include onsite counseling, specialized employee orientation and training, and other supportive services.

FIRST ANNUAL RESEARCH REPORT ON SUPPORTED EMPLOYMENT

Lucy N. Friedman
October 1973

Report Descriptors: DRUG USERS; CORRECTIONS; WELFARE RECIPIENTS; SUPPORTED EMPLOYMENT; ALCOHOLICS; PUBLIC EMPLOYMENT PROGRAMS
ETA LIMITED DISTRIBUTION

WILDCAT: THE FIRST TWO YEARS

Lucy N. Friedman
November 1974

Report Descriptors: DRUG USERS; CORRECTIONS; WELFARE RECIPIENTS; SUPPORTED EMPLOYMENT; ALCOHOLICS; PUBLIC EMPLOYMENT PROGRAMS
ETA

THIRD ANNUAL REPORT ON SUPPORTED EMPLOYMENT

Lucy N. Friedman
December 1975

Report Descriptors: DRUG USERS; CORRECTIONS; WELFARE RECIPIENTS; SUPPORTED EMPLOYMENT; ALCOHOLICS; PUBLIC EMPLOYMENT PROGRAMS
ETA

2-033 SUPPORTED EMPLOYMENT PLANNING GRANT IN ATLANTA

ATLANTA URBAN LEAGUE
ATLANTA, GA.

Grant 12-13-74-06
Project completed fiscal year 1975

2-034 SUPPORTED EMPLOYMENT PLANNING GRANT IN THE BOSTON AREA

STATE OF MASSACHUSETTS, TECHNICAL DEVELOPMENT CORPORATION
CONCORD, MASS.

Grant 12-25-74-02
Project completed fiscal year 1975

2-035 SUPPORTED EMPLOYMENT PLANNING GRANT IN DETROIT

CITY OF DETROIT, MAYOR'S OFFICE OF MANPOWER
DETROIT, MICH.

Grant 12-26-74-08
Project completed fiscal year 1975

2-036 SUPPORTED EMPLOYMENT PLANNING GRANT IN HARTFORD

THE GREATER HARTFORD PROCESS, INC.
HARTFORD, CONN.

Grant 12-09-74-03
Project completed fiscal year 1975

2-037 SUPPORTED EMPLOYMENT PLANNING GRANT IN JERSEY CITY

PATRICK HOUSE DRUG ABUSE AND FAMILY HEALTH CENTER, CITY OF JERSEY CITY
JERSEY CITY, N.J.

Grant 42-34-74-06
Project completed fiscal year 1975

2-038 SUPPORTED EMPLOYMENT PLANNING GRANT IN NEWARK

STATE OF NEW JERSEY, OFFICE OF NEWARK STUDIES
NEWARK, N.J.

Grant 42-34-74-07
Project completed fiscal year 1975

2-039 SUPPORTED EMPLOYMENT PLANNING GRANT IN NEW ORLEANS

CITY OF NEW ORLEANS
NEW ORLEANS, LA.

Grants 12-22-74-10 and 42-22-74-05
Project completed fiscal year 1975

2-040 SUPPORTED EMPLOYMENT PLANNING GRANT IN OAKLAND

SPANISH-SPEAKING UNITY COUNCIL OF ALAMEDA COUNTY
OAKLAND, CALIF.

Grant 12-06-74-05
Project completed fiscal year 1975

2-041 SUPPORTED EMPLOYMENT PLANNING GRANT IN OHIO

STATE OF OHIO, OFFICE OF POLICY RESEARCH
COLUMBUS, OHIO

Grant 12-39-74-07
Project completed fiscal year 1975

2-042 SUPPORTED EMPLOYMENT PLANNING GRANT IN PORTLAND

CITY OF PORTLAND, HUMAN RESOURCES BUREAU
PORTLAND, OREG.

Grant 12-41-74-01
Project completed fiscal year 1975

2-043 SUPPORTED EMPLOYMENT PLANNING GRANT IN SAN FRANCISCO

CITY AND COUNTY OF SAN FRANCISCO, OFFICE OF MANPOWER
SAN FRANCISCO, CALIF.

Grants 12-06-74-09 and 42-06-74-13
Project completed fiscal year 1975

2-044 SUPPORTED EMPLOYMENT PLANNING GRANT IN UTAH

STATE OF UTAH, OFFICE OF STATE PLANNING COORDINATOR
SALT LAKE CITY, UTAH

Grant 12-49-74-04
Project completed fiscal year 1975

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-045* SUPPORTED EMPLOYMENT DEMONSTRATION PROJECT

MANPOWER DEMONSTRATION RESEARCH CORPORATION
NEW YORK, N.Y.
AND
MATHEMATICA, INC.
PRINCETON, N.J.

William Grinker

Grant 33-36-75-01
Project still in progress

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH

The overall objectives of this grant are to: (1) Determine the feasibility and potential of supported employment programs for ex-offenders, ex-addicts, welfare heads of households, and unemployed out-of-school youth who because of their backgrounds and work histories are unable to secure and maintain regular employment; (2) analyze and document the procedures and processes by which 14 jurisdictions can provide large-scale, low-stress employment not otherwise available to such individuals on a permanent basis; (3) conduct an in-depth research study to determine the role of supported employment in a comprehensive employment strategy that deals with dependency populations; and (4) examine and evaluate the macro and micro economic and social implications of an expansion of supported employment programs to national scale.

The grantee will, in conjunction with the board of directors and the relevant Federal agencies, select and subcontract with 10 to 14 jurisdictions to operate 3-year supported employment programs. Each project will provide group work situations; onsite counselors; specialized employee training, motivation, and orientation; a full range of support services; and a job creation and development component. Additionally the grantee will supervise the implementation of the overall research component and will subcontract with Mathematica, Inc. Approximately 5,600 subjects will be involved to carry out the specified research design.

HIGHLIGHTS OF SITE ACTIVITIES DURING THE PLANNING PERIOD OF THE SUPPORTED WORK DEMONSTRATIONS

William J. Grinker and Bernard Lefkowitz
June 1976
ETA

2D. TRAINING AND APPRENTICESHIP

2-046 ACCELERATED FIRST YEAR ON-THE-JOB TRAINING (OJT) PROGRAM FOR PRECISION MACHINIST APPRENTICE

NATIONAL TOOL, DIE AND PRECISION MACHINING ASSOCIATION
WASHINGTON, D.C.

Contract 82-11-72-11
Project completed fiscal year 1974

A STUDY OF ACCELERATED ON-THE-JOB TRAINING PROGRAM FOR THE FIRST YEAR OF ON-THE-JOB TRAINING FOR THE PRECISION MACHINIST APPRENTICE

William E. Hardman and Norton R. Munn
December 1973

Report Descriptors: APPRENTICESHIP; MACHINISTS; ON-THE-JOB TRAINING (OJT); TOOL AND DIE; PROGRAMED INSTRUCTIONS; CRAFT WORKERS; JOB ANALYSIS; PROGRAMED INSTRUCTION

NTIS PB226835/AS

2-047* AN ANALYSIS OF TRAINING UNDER THE GI BILL

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Dr. Dave O'Neill

Grant 21-51-75-14
Project still in progress

Descriptors: GI BILL OF RIGHTS; RETURNS ON EDUCATIONAL INVESTMENT; TRAINING EFFECTIVENESS AND IMPACT; VETERANS; RETURNS ON TRAINING; TRAINING PROGRAM MANAGEMENT

This study has three major components: (1) An examination of GI bill administrative procedures, problems, and costs; (2) an analysis of the extent of its utilization by different demographic groups; and (3) an assessment of the effects of training and education provided in the program on subsequent earnings and work experience.

The administrative aspects will include the amount of assistance and direction the Veterans Administration (VA) staff gives to clients in selecting suitable institutions and the procedures and criteria for certifying and recertifying such institutions. This will be accomplished through examining written guidelines and procedures and interviewing VA national office and field staff and officials of State approving agencies.

The utilization aspects will include the kinds of training or education taken, the length of training or education, the kind of school or institution, and the cost—all broken down by demographic characteristics of the participants. This information will be generated from VA and Department of Defense (DOD) records and data banks.

The assessment of effects on earnings and employment experience will utilize social security data to gain a longitudinal picture for several years after termination of GI bill training or education. A comparison group will be developed from VA and DOD records, and their earnings and employment experience will be similarly traced.

2-048 A COMPARISON OF UNION CONSTRUCTION WORKERS WHO HAVE ACHIEVED JOURNEYMAN STATUS THROUGH APPRENTICESHIP AND OTHER MEANS

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Contract 82-48-71-18
Project completed fiscal year 1974

Dr. F. Ray Marshall, William S. Franklin, and Robert W. Glover
December 1973

Report Descriptors: APPRENTICESHIP; CONSTRUCTION INDUSTRY ; CRAFT WORKERS; JOURNEYMEN; MINORITIES; SUPERVISION; UNION ENTRY; UNIONS

NTIS PB229937/AS

TRAINING AND ENTRY INTO UNION CONSTRUCTION

Dr. F. Ray Marshall, William S. Franklin, and Robert W. Glover
1975

Report Descriptors: APPRENTICESHIP; CONSTRUCTION INDUSTRY; CRAFT WORKERS; JOURNEYMEN; MINORITIES; UNION ENTRY
ETA
GPO MANPOWER R&D MONOGRAPH NO. 39

2-049 DUAL ENROLLMENT AS AN OPERATING ENGINEER APPRENTICE AND AN ASSOCIATE OF SCIENCE IN ENGINEERING

NATIONAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE FOR OPERATING ENGINEERS
WASHINGTON, D.C.

Reese Hammond, Director, Department of Research and Education, International Union of Operating Engineers

Grant 21-11-73-12
Project completed fiscal year 1976

Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; UNIVERSITIES AND COLLEGES; OPERATING ENGINEERS; UNION MANPOWER PRACTICES;

The feasibility of combining trade union apprenticeship with college study was tested, working through a national advisory committee of operating engineers and technical college officials. Colleges offering a 2-year associate degree and joint apprenticeship committees provided college instruction and apprentice training to youth in this dual enrollment project. The project was designed to furnish each participating volunteer apprentice with options for career and avocational opportunities and development. First, the program enhances the apprentice's chances for promotion within the trade. Later, at some future point, should the enrollees wish to upgrade their skills, their associate degrees in science would be applicable to a higher degree.

Two types of dual enrollment programs were assessed—local and regional. Local dual enrollment programs enable apprentices to attend local community colleges on their own time at the end of their work day. Regional dual enrollment provides full-time classroom instruction during slack periods in construction activity. Annually, participating apprentices are housed on campus at Dickinson State College in North Dakota for 12 weeks of instruction.

More than 2,300 apprentices were enrolled in the 3-year dual enrollment project. They were affiliated with 17 local unions and attended 20 participating community colleges. Their average age was 24 years, and one-third were minority group members. Since the typical program takes a minimum of 3 or 4 years to complete, only at the end of the project were apprentices beginning to obtain degees. Fifteen enrollees did receive the A.A. degree before the study ended.

The International Union of Operating Engineers is continuing the project under its sponsorship and is negotiating to enroll an additional 600 apprentices.

A. Michael Collins
August 1976

NTIS PB256631/AS

2-050 IMPROVING APPRENTICESHIP: A PILOT STUDY OF EMPLOYER AND UNION REACTIONS TO FOREIGN TRAINING PRACTICES

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Contract 82-17-71-40
Project completed fiscal year 1974

Dr. Myron Roomkin
August 1973

Report Descriptors: APPRENTICESHIP; FOREIGN MANPOWER POLICY; EMPLOYER ATTITUDES; UNION ATTITUDES

NTIS PB222830/AS

2-051 IMPROVING PERFORMANCE IN TECHNICAL AND APPRENTICE TRAINING

DEVELOPMENT SYSTEMS CORPORATION
CHICAGO, ILL.

Contract 82-17-71-48
Project completed fiscal year 1974

Dr. Arthur E. Oriel
March 1974

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: APPRENTICESHIP; TOOL AND DIE; TECHNICAL TRAINING; MACHINISTS; CRAFT WORKERS; TESTING; JOB ANALYSIS; RELATED INSTRUCTION; PROGRAMED INSTRUCTION

NTIS PB231241/AS

2-051A A Pilot Study for the Evaluation of Procedures for the Construction of Performance Measures in the Skilled Trades and Technical Occupations

A PERFORMANCE MEASUREMENT FEASIBLITY STUDY: IMPLICATIONS FOR MANPOWER POLICY

Dr. Frank L. Schmidt
September 1974

Report Descriptors: TESTING; DISCRIMINATION; BLACKS; MACHINISTS; METALWORKING INDUSTRY; SKILLED WORKERS; APPRENTICESHIP; RECRUITMENT; WORK SAMPLING

NTIS PB240809/AS

2-052 A Mutual Agreement Program (MAP) to Improve Communication and Coordination Between Paroling Authorities and Inmate Training Programs

AMERICAN CORRECTIONAL ASSOCIATION
COLLEGE PARK, MD.

Leon Leiberg

Grant 92-24-72-37 (formerly Contracts 89-11-71-01 and 89-24-72-02)
Project completed fiscal year 1976

Descriptors: CORRECTIONS; TRAINING PRACTICES

In the demonstration phase, the purpose of this project was to implement three variations of a model to coordinate inmate training, employment, and parole release. A contract involving an inmate in corrections and parole is basic. The inmate who achieves the training and behavioral goals of the contract is guaranteed a release date.

Corrections and paroling authorities are engaged to develop a training plan with an inmate, and to make such administrative arrangements as are necessary within each State structure, to effect coordination of release with completion of inmate training.

Technical assistance in developing State plans has been given to interested States in the utilization phase.

The reports listed below are available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740.

PAROLE (ORIGINS, DEVELOPMENT, CURRENT PRACTICES, AND STATUTES)(RESOURCE DOCUMENT NO. 1—REVISED)

William Parker
1975

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES; HANDBOOKS; STATE-OF-THE-ART PAPERS
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740

PROCEEDINGS: THE NATIONAL WORKSHOP OF CORRECTIONS AND PAROLE ADMINISTRATION, FEBRUARY 20-23, 1972, NEW ORLEANS, LA. (RESOURCE DOCUMENT NO. 2)

Compiled and Edited by Leon Leiberg
1972

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740

THE MUTUAL AGREEMENT PROGRAM: A PLANNED CHANGE IN CORRECTIONAL SERVICE DELIVERY (RESOURCE DOCUMENT NO. 3)

Leon Leiberg and William Parker
November 1973

Report Descriptors: TRAINING PRACTICES; CORRECTIONS; HANDBOOKS

NTIS PB211187/AS

PROCEEDINGS: SECOND NATIONAL WORKSHOP ON CORRECTIONS AND PAROLE ADMINISTRATION, SAN ANTONIO, TEXAS (RESOURCE DOCUMENT NO. 4)

Compiled and Edited by Leon Leiberg
1974

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740

MAP MARKERS: RESEARCH AND EVALUATION OF THE MUTUAL AGREEMENT PROGRAM (RESOURCE DOCUMENT NO. 5)

Dr. James O. Robison
April 1975

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740

PROGRAM IMPLEMENTATION: POLITICS AND POLICY CHANGE (RESOURCE DOCUMENT NO. 6)

Dr. Ellen Dunbar
1976

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740

AN EVALUATION SUMMARY OF RESEARCH: MAP PROGRAM OUTCOMES IN THE INITIAL

DEMONSTRATION STATES (RESOURCE DOCUMENT NO. 7)

Anne Rosenfeld
April 1975

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740

THE LEGAL ASPECTS OF CONTRACT PAROLE (RESOURCE DOCUMENT NO. 8)

Robin Epstein, Sara R. Latz, David Leonard, Patti Nelson, Andre M. Reiman with Rowan K. Klein, Esq.
March 1976

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740

MANUAL: THE PLANNED IMPLEMENTATION OF MUTUAL AGREEMENT PROGRAMMING IN A CORRECTIONAL SYSTEM (RESOURCE DOCUMENT NO. 9)

Stephen D. Minnich
February 1976

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES

NTIS PB252091/AS
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740

2-053 PILOT STUDY OF THE APPRENTICESHIP SYSTEM

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

Jack Walsh

Contract 20-49-74-03
Project completed fiscal year 1976

Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; PILOT STUDY; ON-THE-JOB TRAINING (OJT); UNION MANPOWER PRACTICES

A pilot study was conducted in two States to determine the feasibility of a nationwide survey of the apprenticeship system. Data were sought, via mail questionnaires, on administrative aspects of apprenticeship, including costs of training, methods of training, recruitment and selection techniques, and other information useful in developing guidelines for improving the apprenticeship system.

The 36-percent response rate from project subjects led investigators to conclude that it is not feasible to conduct a national survey at reasonable cost. Several factors contributed to the low response rate. They include lack of adequate local data and recordkeeping as well as refusals to participate.

When the questionnaire-by-mail technique proved unproductive, the project explored the case study approach that tested the use of personal interviews as a means of obtaining information on apprenticeship programs. The 62-percent response rate hereby achieved convinced the investigators that the case study approach is best for assessing the apprenticeship system. The investigators assert that personal interviews are feasible, modest in cost, and though never lending themselves to controlled statistical generalization, can provide most of the insights necessary to understand apprentice practices across the various trades, industries, and geographical areas to determine, in general terms, the role of apprenticeship in the national manpower system.

John J. Walsh and Jan Totten
May 1975

NTIS PB243391/AS

2-054 REPORT OF A CONFERENCE ON APPRENTICESHIP TRAINING AND SUGGESTIONS FOR A MODEL APPRENTICESHIP SYSTEM FOR THE 1970'S

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 21-36-73-39
Project completed fiscal year 1974

Dr. Felician F. Foltman
1974

Report Descriptors: APPRENTICESHIP; CONFERENCES; ON-THE-JOB TRAINING (OJT); CRAFT WORKERS; RELATED INSTRUCTION

NTIS PB236231/AS

2-055 THE ROLE OF RELATED INSTRUCTION IN APPRENTICESHIP TRAINING (A PILOT STUDY)

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Contract 82-25-71-21
Project completed fiscal year 1974

Dr. Steven M. Swanson, Dr. Irwin L. Herrnstadt, and Dr. Morris A. Horowitz
December 1973

Report Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; CRAFT WORKERS; MACHINISTS; OPERATING ENGINEERS; ON-THE-JOB TRAINING (OJT); ELECTRICIANS

NTIS PB229261/AS

2-056* RURAL EMPLOYMENT OUTREACH EXPERIMENTAL AND DEMONSTRATION PROJECT (TENNESSEE-TOMBIGEE PROJECT)

THE NATIONAL RURAL CENTER
WASHINGTON, D.C.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. F. Ray Marshall and Dave Chewning

Grant 21-11-76-06
Project still in progress

Descriptors: TRAINING EFFECTIVENESS AND IMPACT; RURAL AREAS; AFFIRMATIVE ACTION PLANS; PUBLIC UTILITIES

The objective of this grant is to develop and test the feasibility of a model rural employment outreach and area-wide affirmative action plan. In testing the model, the grantee will determine the efficacy of outreach and start-up training concepts as a means of increasing employment opportunities for rural minority workers on major public works projects. To accomplish this, the grantee will perfect a formal process of measurement, recruitment, training, and placement of local rural workers for the Tennessee-Tombigbee Waterway Development Project and compare it with the McClellan-Kerr Arkansas River Navigation Project, which has no such plan. This is the first phase of an anticipated 3-year effort. In this first phase, the grantee will collect baseline data for later comparison of the two public works projects and will attempt to formalize the model based on the DOL funded experimental project of recruitment, training, and placement that is ongoing at one site.

2-057 Study of Operations of Federal Apprenticeship Programs

MANPOWER AND EDUCATION RESEARCH ASSOCIATES
ARLINGTON, VA.

Sol Swerdloff

Grant 20-51-75-34
Project completed fiscal year 1976

Descriptors: APPRENTICESHIP; ON-THE-JOB TRAINING (OJT); RELATED INSTRUCTION; OCCUPATIONAL TRAINING; TRAINING EFFECTIVENESS AND IMPACT

This study was undertaken to provide the Federal Committee on Apprenticeship with an objective review of apprenticeship programs and to identify potential areas of improvement. Personal interviews on the operation of apprenticeship were conducted with Federal and State apprenticeship officials and other persons with knowledge of the system.

The investigator found that apprenticeship administrators tend to give more emphasis to the development of standards and the training of increasing numbers of apprentices and less to other aspects of the apprentice program. As a result, periodic quality review is recommended to assess the nature and content of apprentice operations.

Other recommendations include: The use other agencies to help project future apprenticeship needs, establishment of an apprenticeship clearinghouse, and improvement of Federal-State relations in creation of apprenticeship systems.

2-058 A Study of Projects Dealing with the Rehabilitation of Women Offenders

DISTRICT OF COLUMBIA COMMISSION ON THE STATUS OF WOMEN
WASHINGTON, D.C.

Grant 92-11-72-05
Project completed fiscal year 1975

FROM CONVICT TO CITIZEN: PROGRAMS FOR THE WOMAN OFFENDER

Virginia A. McArthur
June 1974

Report Descriptors: CORRECTIONS; REHABILITATION; WOMEN

NTIS PB236170/AS
Also available from D.C. Commission on the Status of Women, District Building, Rm. 204, 14th and E Streets, NW. Washington, D.C. 20004.

2-059 Joint Workshops: Performance Based Apprentice and Technical Training

A. E. ORIEL & ASSOCIATES, LTD.
CHICAGO, ILL.

Dr. Arthur E. Oriel

Grant 21-17-75-09
Project completed fiscal year 1976

Descriptors: APPRENTICESHIP; CRAFT WORKERS; PROGRAMED INSTRUCTION; TECHNICAL TRAINING; TOOL AND DIE

Five workshops were conducted in three cities for industrial trainers, technical college personnel, and officials of the Bureau of Apprenticeship and Training, U.S. Department of Labor, to disseminate information on performance-based training. Such training emphasizes skill mastery rather than the completion of a given number of course hours. With the National Machine Tool Builders' Association as workshop cosponsor, the project communicated the basic methods and principles outlined in the recent ETA study, "Improving Performance in Technical and Apprentice Training."

Procedures involved in developing performance-based training were assessed at the workshops, including performance analysis, design of instructional materials, and training results. Workshop sponsors also provided technical assistance to those seeking help in implementing the system.

Cost of developing training materials and resistance to change are major obstacles impeding wider use of performance based systems. Nevertheless, more than 90 percent of industrial workshop participants and 61 percent of BAT personnel indicated that they would recommend the use of performance-based training for industry. Moreover, 64 percent of the industrial and college participants are now using or are planning to use this method in their training programs as a result of the workshops.
September 1976
NTIS PB258558/AS

2-060 Women in Wisconsin Apprenticeship

STATE OF WISCONSIN DEPARTMENT OF INDUSTRY, LABOR, AND HUMAN RELATIONS
MADISON, WIS.

Grant 92-53-70-17
Project completed fiscal year 1974

WOMEN IN APPRENTICESHIP—WHY NOT?

Norma Briggs
August 1973

Report Descriptors: SEX DISCRIMINATION; VOCATIONAL GUIDANCE; VOCATIONAL TRAINING; APPRENTICESHIP; APPRENTICESHIP RETENTION; VOCATIONAL EDUCATION; WOMEN'S OCCUPATIONS; WOMEN; WISCONSIN; FILMS

NTIS PB227727/AS
GPO MANPOWER RESEARCH MONOGRAPH NO. 33, 1974

2E. UPGRADING AND JOB RESTRUCTURING

2-061 California Agriculture Career System

SOCIAL DEVELOPMENT CORPORATION
BETHESDA, MD.

Donald G. Bennett

Contract 82-11-71-25
Project completed fiscal year 1976

Descriptors: MECHANIZATION; EXTERNAL LABOR MARKETS; SEASONAL EMPLOYMENT; OCCUPATIONAL CLASSIFICATION; OCCUPATIONAL STRUCTURE; AGRICULTURAL COMMUNITIES; FARMWORKERS; EMPLOYER MANPOWER PLANNING; RECRUITMENT; UPGRADING; JOB ANALYSIS; VOCATIONAL TRAINING; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

Known as the Farm Job Ladder Project in its earlier two phases of work, this project had as its original objectives the exploration of: (1) The potential for developing alternative model systems for job structuring and related upgrading on large farms undergoing changes in mechanization levels and (2) the feasibility of involving farm operators in the testing of new methods for improving farm manpower management.

The project developed a workable career model, applicable with minor variation to either orchard or field and row farms and successfully involved farm operators in adopting new manpower management practices and policies.

During the developmental phase of work, job task analyses were conducted to cover all activities performed on four farms, represented by different-sized orchard and field and row crop operations. These data were then ordered into a more generic farm career ladder.

During the implementation phase, the job ladder model was field tested on additional California farms to find out whether its use would provide more stable farm employment and more efficient farm labor management. This field testing resulted in refinements of the skill sequences that were incorporated into the ladder, affirmed the model's potential for wider application, helped identify agriculture skill-shortage areas where vocational training would be appropriate, and in general assessed the farmers' acceptance, use, and appreciation of the farm job ladder model.

During the final phase of work, project staff extended the use of the job ladder model by fitting it into a new network formed by several State agencies working together and sharing responsibilities. The three main California agencies involved in the network are the cooperative extension service, the State department of vocational education, and the employment service.

The career ladder model was successful in: (1) Satisfying participant farm owners that it does offer a more efficient and reliable way of managing the increasingly complex business of farming and (2) extending the work season and providing training and upgrading opportunities to a certain portion of farmworkers who, in previous years, engaged only in part-time, low-skill work.

CAREER DEVELOPMENT FOR FARM EMPLOYMENT
December 1976

Report Descriptors: SEASONAL EMPLOYMENT; OCCUPATIONAL CLASSIFICATION; OCCUPATIONAL STRUCTURE; AGRICULTURAL COMMUNITIES; FARMWORKERS; UPGRADING; JOB ANALYSIS

2-062 Career Opportunities Development Program

CALIFORNIA STATE PERSONNEL BOARD
SACRAMENTO, CALIF.

Contract 82-05-70-28
Project completed fiscal year 1974
January 1974

Report Descriptors: UPGRADING; CIVIL SERVICE SYSTEM; GOVERNMENT WORK; PUBLIC SERVICE CAREERS; CAREER OPPORTUNITIES DEVELOPMENT PROGRAM; WELFARE RECIPIENTS

NTIS PB241978/AS

2-063 Career Progression Systems in the Internal Labor Market

HUMANIC DESIGNS DIVISION, INFORMATION SCIENCE CORPORATION
MANHASSET, N.Y.

Contract 82-34-70-04
Project completed fiscal year 1975

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

CAREER PROGRESSION SYSTEMS IN THE INTERNAL LABOR MARKET FOR A MULTI-PLANT MANUFACTURING CORPORATION

Leonard Smith
October 1973

Report Descriptors: JOB STRUCTURE; CAREER CHOICE; TRANSFERABILITY OF SKILLS; EMPLOYER MANPOWER PLANNING; UPGRADING; OCCUPATIONAL MOBILITY; TRANSPORTATION EQUIPMENT INDUSTRY

NTIS PB239743/AS

CAREER PROGRESSION SYSTEMS IN THE FOOD SERVICE INDUSTRY

Leonard Smith and Caroline Pezzullo
August 1973

Report Descriptors: JOB STRUCTURE; CAREER CHOICE; TRANSFERABILITY OF SKILLS; EMPLOYER MANPOWER PLANNING; UPGRADING; OCCUPATIONAL MOBILITY; FOOD SERVICE INDUSTRY

NTIS PB240772/AS

CAREER PROGRESSION SYSTEMS FOR A MULTI-PLANT MANUFACTURING CORPORATION-FINAL REPORT

Dr. Charles Brecher
August 1974

Report Descriptors: UPGRADING; INTERNAL LABOR MARKET; EMPLOYER MANPOWER PLANNING; DISCRIMINATION
ETA

2-064 DEMONSTRATION PROJECT TO DEVELOP AND TEST ALTERNATIVE QUALIFICATIONS AND CREDENTIALS FOR UPGRADING PARAPROFESSIONALS IN HUMAN SERVICE OCCUPATIONS

NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH (NCEY)
NEW YORK, N.Y.

Seymour Lesh

Contract 82-34-70-29
Project completed fiscal year 1976

Descriptors: PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; CREDENTIALING; UPGRADING; CHILD DAY CARE; VOCATIONAL TRAINING

With the assistance of employers, educational institutions, appropriate unions, and professional societies, this project developed and tested innovative models of upward mobility for paraprofessionals in four human service occupations (addiction services specialist, occupational therapist, child development worker, and early childhood teacher). The project developed changes in qualifications and accreditation processes alternative to the ones required by most employers and educational institutions. During phases I and II, the project developed funding support from NIMH, NIH, and New York City and State agencies. During the final phase (III), the contractor will follow-up and assess the progress made in the four occupational areas in order to facilitate the replication and institutionalization of project findings by State and Federal agencies.

Key features of the models include the following: (1) Credentials are based on a thorough analysis of job-relevant knowledge and skills; (2) the employer fully collaborates with an academic institution to determine training and curriculum content; and (3) academic credit is given for past work experience, on-the-job training, and critical life experience.

UPGRADING AND CREDENTIALING PARAPROFESSIONALS: DEVELOPING NEW MODELS IN HUMAN SERVICE OCCUPATIONS

FINAL REPORT FOR PHASE I: SEPTEMBER 1970—MAY 1972

Anita S. Vogel
1973

Report Descriptors: UPGRADING; CREDENTIALING; PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; VOCATIONAL TRAINING

NTIS PB241938/AS

APPENDIXES FOR FINAL REPORT FOR PHASE I: SEPT. 1970—MAY 1972

Anita S. Vogel
1973

Report Descriptors: UPGRADING; CREDENTIALING; PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; VOCATIONAL TRAINING

NTIS PB241939/AS

DEMONSTRATION PROJECT ON DEVELOPING ALTERNATIVE QUALIFICATIONS AND CREDENTIALS FOR PARAPROFESSIONALS, FINAL REPORT: PHASE II (DECEMBER 1973)

Seymour Lesh and staff
May 1974

Report Descriptors: PARAPROFESSIONALS; CREDENTIALING; UPGRADING; VOCATIONAL TRAINING; HUMAN SERVICE OCCUPATIONS

NTIS PB247681/AS

A CRITICAL ANALYSIS OF A NEW MODEL FOR OCCUPATIONAL THERAPY EDUCATION: ITS APPLICABILITY FOR OTHER OCCUPATIONS AND SYSTEMS; REPORT OF A SYMPOSIUM CONDUCTED BY THE CONSORTIUM FOR OCCUPATIONAL THERAPY EDUCATION, APRIL 16, 1974, ORANGEBURG, N.Y.

April 1974

Report Descriptors: CREDENTIALING; PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; VOCATIONAL TRAINING

NTIS PB238999/AS

2-065* Demonstration Project for Institutionalizing the Upgrading of the Disadvantaged

UNIVERSITY OF PENNSYLVANIA, THE WHARTON SCHOOL, INDUSTRIAL RESEARCH UNIT
PHILADELPHIA, PA.

Dr. Herbert R. Northrop, Professor of Industry and Dr. Richard L. Rowan, Industrial Unit

Grant 21-42-75-01
Project still in progress

Descriptors: UPGRADING; MINORITIES; DISADVANTAGED; UNDEREMPLOYMENT; OCCUPATIONAL MOBILITY; INDUSTRIAL PRACTICES; PENNSYLVANIA, PHILADELPHIA

This project will attempt to identify upgrading programs in several companies in selected industries and determine which ones offer the best opportunities for upward mobility. After this is done, arrangements will be made to determine which of these programs have the potential for institutionalization. Cooperation will be sought for utilization of the successful methods, and other employers and manpower program administrators will be brought together to achieve adoption and expansion of these programs.

2-066 Development of Career Progression Systems for Employees in the Food Service Industry

NATIONAL RESTAURANT ASSOCIATION
CHICAGO, ILL.

Contract 82-17-71-19
Project completed fiscal year 1974

Gary L. Hotchkin
April 1974

Report Descriptors: FOOD SERVICE INDUSTRY; UPGRADING; JOB ANALYSIS; INDUSTRY PRACTICES; CAREER PATTERNS

NTIS PB236832/AS

HOW TO INVEST IN PEOPLE: A HANDBOOK ON CAREER LADDERS

National Restaurant Association
1973

Report Descriptors: FOOD SERVICE INDUSTRY; UPGRADING; JOB ANALYSIS; INDUSTRY PRACTICES; CAREER PATTERNS
Available from National Restaurant Association, One IBM Plaza, Suite 2600, Chicago, Ill. 60611.

2-067 Development of Upgrade Models in Private Industry

NEW CAREERS SYSTEMS INSTITUTE
NEW BRUNSWICK, N.J.

Contract 82-34-69-41
Project completed fiscal year 1974

ALPHA: A CASE STUDY IN UPGRADING

Leonard P. R. Granick, Lee E. Jacobson, and Robert B. Greaux
1973

Report Descriptors: UPGRADING; EMPLOYER MANPOWER PLANNING; JOB RESTRUCTURING; INTERNAL LABOR MARKET; OCCUPATIONAL STRUCTURE; MANUFACTURING; SUPPORTIVE SERVICES; BASIC EDUCATION; OCCUPATIONAL TRAINING; INDUSTRY PRACTICES

NTIS PB220624/AS

2-068 An Evaluation of Journeyman Upgrading Programs in Selected Construction Trades

FLORIDA INTERNATIONAL UNIVERSITY
MIAMI, FLA.

Grant 21-12-74-22
Project completed fiscal year 1975

UPGRADING PROGRAMS FOR CONSTRUCTION JOURNEYMEN
June 1975

NTIS PB243401/AS

2-069* Health Services Mobility Study (HSMS)

THE RESEARCH FOUNDATION OF THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Dr. Eleanor G. Gilpatrick, Director

Contract 82-34-69-34
Project still in progress

Descriptors: UPGRADING; HEALTH MANPOWER; JOB ANALYSIS; OCCUPATIONAL MOBILITY; OCCUPATIONAL STRUCTURE; CURRICULUMS

The basic goal of HSMS is to develop methods of facilitating the upward mobility and more effective development and use of health services workers.

Project staff will develop, test, and apply a highly sophisticated, explicitly researched, and well-documented methodology for job analysis, occupational structuring, and curriculum design. These methods will reflect or be directed to operating situations, principally in health services organizations and educational institutions.

Initial findings indicate that New York municipal hospitals can be restructured to permit more efficient use of health manpower. The method is being applied to radiologic technology. The results and the task analysis curriculum design methodology will be reported in forthcoming documents. The method may be used in industries other than health services. A limited number of copies of selected project reports may be obtained from Health Services Mobility Study, 346 Broadway, Room 714, New York, N.Y. 10013.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

THE DESIGN OF CURRICULUM GUIDELINES FOR EDUCATIONAL LADDERS USING TASK DATA, (WORKING PAPER NO. 11)

Christiana Gulion and Dr. Eleanor G. Gilpatrick
July 1973

Report Descriptors: CURRICULUMS; UPGRADING; HEALTH MANPOWER; JOB ANALYSIS; TESTING; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; HANDBOOKS

NTIS PB225035/AS

HEALTH SERVICES MOBILITY STUDY, FINAL REPORT FOR THE PERIOD OCTOBER 1967 TO MARCH 1972 (TECHNICAL REPORT NO. 11)

1972

Report Descriptors: HEALTH MANPOWER; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB210912/AS

HEALTH SERVICES MOBILITY STUDY, FIRST PROGRESS REPORT FOR PHASE IV FOR THE PERIOD APRIL 1,1972 TO MARCH 15,1973. (TECHNICAL REPORT NO. 12)

1973

Report Descriptors: HEALTH MANPOWER; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB222321/AS

SUGGESTIONS FOR JOB AND CURRICULUM LADDERS IN HEALTH CENTER AMBULATORY CARE, (RESEARCH REPORTS NOS. 4 AND 5)

Dr. Eleanor G. Gilpatrick
1972

Report Descriptors: HEALTH MANPOWER; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK
Available from Health Services Mobility Study, RF/ CUNY, Room 714, 346 Broadway, New York, N.Y. 10013.

HEALTH SERVICES MOBILITY STUDY, AN INTRODUCTION TO THE WORK OF THE HEALTH SERVICES MOBILITY STUDY, AS OF APRIL 1975 (TECHNICAL REPORT NO. 13)

Dr. Eleanor G. Gilpatrick
January 1976

Report Descriptors: HEALTH MANPOWER; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB252418/AS
Also available from Health Services Mobility Study, RF/ CUNY, 346 Broadway, Room 714, New York, N.Y. 10013

TASK DESCRIPTIONS IN DIAGNOSTIC RADIOLOGY (RESEARCH REPORT NO. 7)

VOLUME 1, MEDICAL TASKS: WHAT THE RADIOLOGIST DOES

Dr. Eleanor G. Gilpatrick
July 1976

Report Descriptors: HEALTH MANPOWER; JOB ANALYSIS; HOSPITALS; UPGRADING; JOB DESCRIPTION; EDUCATION

NTIS
Available from Health Services Mobility Study, RF/ CUNY, Room 714, 346 Broadway, New York, N.Y. 10013

TASK DESCRIPTIONS IN DIAGNOSTIC RADIOLOGY (RESEARCH REPORT NO. 7)

VOLUME 2, RADIOLOGIC TECHNOLOGIST TASKS DEALING WITH PATIENT PROCEDURES, PART I: TASKS 7 THROUGH 386

August 1976
Available from Health Services Mobility Study, RF/ CUNY, 346 Broadway, Room 714, New York, N.Y. 10013

TASK DESCRIPTIONS IN DIAGNOSTIC RADIOLOGY (RESEARCH REPORT NO. 7)

VOLUME 2, RADIOLOGIC TECHNOLOGIST TASKS DEALING WITH PATIENT PROCEDURES, PART II: TASKS 387 THROUGH 526

August 1976
Available from Health Services Mobility Study, RF/ CUNY, 346 Broadway, Room 714, New York, N.Y. 10013

TASK DESCRIPTIONS IN DIAGNOSTIC RADIOLOGY (RESEARCH REPORT NO. 7)

VOLUME 4, INDEX OF TASKS BY CODE NUMBER AND EXTENDED NAME

September 1976
Available from Health Services Mobility Study, RF/ CUNY, 346 Broadway, Rm. 714, New York, N.Y. 10013

2-070* IMPACT AND EFFECT OF THE JOB ADVANCEMENT TRAINING R&D PROJECT IN THE NORTHERN CALIFORNIA CANNING INDUSTRY

CENTER FOR APPLIED MANPOWER RESEARCH
BERKELEY, CALIF.

Dr. Curtis C. Aller

Grant 21-06-74-06
Project still in progress

Descriptors: CANNING INDUSTRY; UPGRADING; WOMEN; MEXICAN AMERICANS; CHINESE AMERICANS; UNIONS;

TRAINING EFFECTIVENESS AND IMPACT; LAYOFFS; CALIFORNIA

This study is measuring outcomes and individual effects of an R&D project, Job Advancement Training (JAT), concerned with the use of layoff time to provide upgrade training for seasonal workers in the canning industry. Additionally, this evaluative study is examining the impact of the JAT project upon the industry's manpower perceptions and practices.

Procedures include: (1) Assembling, updating, and analyzing base and posttraining earnings data for more than 400 participants and comparing them with data on a matched group and (2) worker, employer, and union leader interviews. See Contract 20-06-74-12.

2-071* IMPROVING THE UTILIZATION OF HEALTH MANPOWER

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dr. Harold M. Goldstein and Dr. Morris A. Horowitz,
Center for Medical Manpower Studies

Grant 42-25-72-10 (formerly Contract 41-9-004-23 and Grant 91-23-67-57)
Project still in progress

Descriptors: HEALTH MANPOWER; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; MASSACHUSETTS, BOSTON

The principal objectives of this project are: (1) To determine whether and how recommendations made in a study of the Cambridge Hospital have been carried out; (2) to analyze why certain changes were or were not made; (3) to analyze the longrun and cumulative effects of such changes; (4) to disseminate findings from this and other studies among other hospitals in the area; (5) to explore the development of research techniques for measuring how much change has taken place through improvement in quality of medical services; and (6) to compile a list of "marginal medical functions" which could be performed as well or better by paramedical personnel.

The researchers will attempt to act as change agents, in working with the hospitals to collect data on hiring, terminations, wage rates, job descriptions, job functions, and manpower utilization. They will also attempt to utilize in these hospitals the findings from other research and development efforts in the health manpower area.

Other research efforts include the following: (1) The center will determine the changes over a 5-year period in the various occupational groups within the health manpower field in the Boston area whether there is an underutilization of hospital bed capacity, and the effects of the growth of nonhospital health facilities; (2) the center will assess the impact on the number and composition of health workers under each National Health Insurance (NHI) plan currently under congressional consideration, projecting the demand for facilities, services, health care, and health care personnel, based on current manpower structure and each NHI proposal, with attention focused on those occupations that may be considered as potential entry-level and middle-level occupations; and (3) the center will consider the impact of unionization of health workers by appraising whether unionization and collective bargaining are (a) improving the job and career opportunities for the disadvantaged in an expanding sector, (b) opening new opportunities to minorities and to women, (c) enhancing the status of hospitals as employers of nonprofessionals, thereby insuring more stable patterns of employment among this group, and (d) fostering efforts to utilize labor more effectively to control costs.

In addition, the researchers are analyzing more than 5,300 requests for copies of their earlier report in an attempt to build a using public for their own findings and those of other researchers in the allied health manpower area.

IMPROVING THE UTILIZATION OF HEALTH MANPOWER: TWO-YEAR REPORT OF JUNE 30, 1972, TO JUNE 30, 1974
July 1974

Report Descriptors. HEALTH MANPOWER; UPGRADING; OCCUPATIONAL MOBILITY; JOB ANALYSIS; MASSACHUSETTS, BOSTON

NTIS PB236324/AS
Also available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

RESEARCH AND DEVELOPMENT IN THE UTILIZATION OF MEDICAL MANPOWER
October 1974
Available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115

GUIDE TO RESTRUCTURING MEDICAL MANPOWER OCCUPATIONS IN HOSPITALS
July 1975
Available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115

HEALTH MANPOWER EMPLOYMENT
October 1976
Published by Aspen Systems Corporation

2-072 IN-PLANT UPGRADING AND MOBILITY PATTERNS

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Grant 92-42-72-26
Project completed fiscal year 1975

IN-PLANT UPGRADING AND MOBILITY PATTERNS

Dr. Herbert R. Northrup
June 1975

Report Descriptors: UPGRADING; SUPERVISION; DISADVANTAGED; INDUSTRY PRACTICES; WORK INCENTIVES; OCCUPATIONAL MOBILITY

NTIS PB246240/AS
Industrial Research Unit, The Wharton School, University of Pennsylvania, Philadelphia, Pa. 19174

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-073 JOB ADVANCEMENT TRAINING PROGRAM: TRAINING THE WORKER DURING PERIODS OF LAYOFF

UNITED STATES RESEARCH AND DEVELOPMENT CORPORATION
NEW YORK, N.Y.

Contract 82-34-70-31
Project completed fiscal year 1974

AN EXPERIMENT IN USING LAYOFF TIME FOR IMPROVING WORKERS' ADVANCEMENT POTENTIAL

William T. McGrath
October 1972

Report Descriptors: UPGRADING; LAYOFFS; BASIC EDUCATION; EMPLOYABILITY DEVELOPMENT; TRAINING PRACTICES

NTIS PB217105/AS
ERIC ed 075605.

AN INDUSTRY-SPECIFIC APPROACH TO LAYOFF TIME TRAINING, THE JOB ADVANCEMENT TRAINING PROGRAM

William T. McGrath
1974

Report Descriptors: UPGRADING; LAYOFFS; BASIC EDUCATION; TRAINING INCENTIVES; TRAINING PRACTICES; EMPLOYABILITY DEVELOPMENT

NTIS PB257221/AS

2-074 JOB ANALYSIS IN MANPOWER PROGRAMMING, RESEARCH, AND DEVELOPMENT: A REVIEW AND ANALYSIS

MANPOWER MANAGEMENT INSTITUTE
WASHINGTON, D.C.

Grant 21-11-73-40
Project completed fiscal year 1974

JOB ANALYSIS FOR HUMAN RESOURCE MANAGEMENT: A REVIEW OF SELECTED RESEARCH AND DEVELOPMENT

Michael Wilson
January 1974

Report Descriptors: JOB ANALYSIS; JOB RESTRUCTURING; PERSONNEL ADMINISTRATION; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; STATE-OF-THE-ART PAPERS

NTIS PB238789/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 36
GPO

2-075* MINORITY WOMEN EMPLOYMENT PROGRAM: A DEMONSTRATION PROGRAM TO FACILITATE ENTRY OF MINORITY WOMEN INTO MANAGERIAL, PROFESSIONAL, AND TECHNICAL OCCUPATIONS

RECRUITMENT AND TRAINING PROGRAM, INC.
NEW YORK, N.Y.

Ernest Green, Executive Director of Recruitment, National Training Program, Inc., and Alexis Herman, National Director of Women's Program, Recruitment and Training Program, Inc.

Contract 20-36-75-15
Project still in progress

Descriptors: RECRUITMENT; WHITE-COLLAR OCCUPATIONS; MINORITIES; WOMEN; EMPLOYMENT OPPORTUNITIES; PROFESSIONALS; CAREER CHOICE; LABOR SUPPLY; JOB PLACEMENT; SUPPORTIVE SERVICES; JOB DEVELOPMENT

The Minority Women Employment Program was begun in Atlanta in 1972 (grant 21-48-73-33 with the University of Texas), replicated in Houston a year later (grant 21-36-73-35), and then was expanded to Dallas, New Orleans, Los Angeles, and the Cincinnati-Dayton and Tulsa-Oklahoma City labor market areas. The research component of the project is being undertaken by the University of Texas.

The project is testing the efficacy of a combined outreach and employer persuasion approach in overcoming obstacles to the employment of minority women in professional, managerial, and technical jobs. Project staff serve as a bridge between employers and prospective employees, utilizing special techniques such as outreach in recruiting, assisting applicants in obtaining necessary credentials, coaching them in job-hiring procedures, and making appropriate contacts with industry leaders. The program is showing successful results in placing unemployed and underemployed college-educated minority women in professional, managerial, and technical jobs in industries and firms in which their participation had previously been, at best, minimal.

About 750 women have been placed thus far in occupations such as chemist, accountant, management trainee, and engineer. The project has come to be regarded as a source for high caliber applicants by industry, with companies repeatedly turning to it for assistance in hiring. Further, MWEP placements have experienced striking improvements in occupation and salary. Women who had been severely underemployed are now working at jobs commensurate with their skills. For example, women who had been clerks, cashiers, receptionists, and part-time secretaries are now auditors, corporate recruiters and trainers, programmers, and accountants. It also should be noted that more than half of the MWEP placements had been unemployed at the time of their application to the program.

Breakthroughs have been made by the project. For example, MWEP placed (1) the first two minority women working in a professional-technical capacity with a large automobile manufacturer. The MWEP now has a job order for 55 professional women from a major corporation; (2) the first minority woman auditor in a major insurance firm in Texas; (3) the first black TV hostess in Atlanta; and (4) the first minority professional women employed by a Texas State regulatory agency.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

2-076 PROFICIENCY EXAMINATIONS FOR MEDICAL LABORATORY WORKERS

NATIONAL COMMITTEE FOR CAREERS IN THE MEDICAL LABORATORY
BETHESDA, MD.
AND
EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Contract 82-22-70-35
Project completed fiscal year 1974

A CHANCE TO GET AHEAD: PROFICIENCY EXAMINATIONS FOR CLINICAL LABORATORY PERSONNEL: FINAL REPORT, JULY 1, 1970, TO JANUARY 31, 1974

Jean D. Linehan
June 1974

Report Descriptors: TESTING; HEALTH MANPOWER; UPGRADING; VETERANS; CREDENTIALING; OCCUPATIONAL LICENSING

NTIS PB236178/AS
Also available from National Committee for Careers in the Medical Laboratory, 9650 Rockville Pike, Bethesda, Md. 20014 ($3.50).

2-077* SURVEY OF SHELTERED WORKSHOPS AND THEIR HANDICAPPED CLIENTS

EMPLOYMENT STANDARDS ADMINISTRATION, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Jack Karlin, Division of Research

Contract 20-11-73-25
Project still in progress

Descriptors: REHABILITATION; SHELTERED WORKSHOPS; HANDICAPPED; ASSESSMENT AND EVALUATION; FAIR LABOR STANDARDS ACT; FRINGE BENEFITS; JOB PLACEMENT

The workshop portion of this survey has three major objectives: (1) To analyze sources and amounts of fringe benefits such as workmen's compensation, social security, and other income supplements to clients; (2) to analyze the effects of the 1967 Fair Labor Standards Act Amendments separating work activities centers from regular programs; and (3) to explore the feasibility of enlarging the sheltered work concept to expand employment and training opportunities for hard-to-employ persons who are neither physically nor mentally disabled. Institutional training, transition to and withdrawal from competitive employment, wage and productivity determinations, operating income versus expenses, and the efficiency and effectiveness of workshop program functions will also be studied. Handicapped clients' attitudes and experiences as workshop employees will be surveyed and compared with data on workshop operations.

A mail survey of all 1,800 workshops and personal interviews with a stratified random sample of 3,000 clients will provide the data for the survey.

2-078* TRAINING FOR UPGRADING IN THE NORTHERN CALIFORNIA CANNING INDUSTRY

JOINT COMMITTEE FOR CANNERY INDUSTRY TRAINING PROGRAM, INC.
WALNUT CREEK, CALIF.

John Scalone and Mike R. Elorduy

Contract 20-06-74-12
Project still in progress

Descriptors: UPGRADING; WOMEN; CHINESE AMERICANS; MEXICAN AMERICANS; CANNING INDUSTRY; UNIONS; SEASONAL EMPLOYMENT; TRAINING PRACTICES; ENGLISH AS A SECOND LANGUAGE (ESL); BASIC EDUCATION; LABOR-MANAGEMENT CONSORTIA; CALIFORNIA

This project is providing for transition and institutionalization of an E&D project in the canning industry which tested the feasibility of providing upgrade training services to low-income seasonal workers during layoff periods.

The project operates on a shared costs basis with a joint labor-management group that is conducting training in job skills common to the industry, and providing employment-related counseling, English as a second language, and adult basic education classes. The training is designed to facilitate the upward mobility of workers employed under a collective-bargaining agreement. It is being given in six localities, largely during layoff periods, and hence is of flexible duration. See Grant 21-06-74-06.

2-079 TRAINING INCENTIVE PAYMENTS PROGRAM (TIPP)

INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

Contract 82-34-69-44
Project completed fiscal year 1975

UPGRADING LOW INCOME WORKERS—COSTS AND BENEFITS, A PROTOTYPE INFORMATION SYSTEM

Michael O. Alexander, Touche Ross and Co.
May 1973

Report Descriptors: UPGRADING; INTERNAL LABOR MARKET; TRAINING INCENTIVES; COST EFFECTIVENESS; LOW INCOME

NTIS PB236437/AS

UPWARD MOBILITY OF LOW INCOME WORKERS

Dr. Edward Steinberg
July 1973

Report Descriptors: UPGRADING; LABOR FORCE BEHAVIOR; LOW INCOME

NTIS PB236192/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

TRAINING INCENTIVE PAYMENTS PROGRAM: A REPORT

Dr. Sumner M. Rosen
June 1973

Report Descriptors: UPGRADING; INTERNAL LABOR MARKET; INCENTIVES; TRAINING INCENTIVES; TRAINING INCENTIVE PAYMENTS PROGRAM; LOW INCOME; COST EFFECTIVENESS; LABOR FORCE BEHAVIOR

NTIS PB232302/AS

TRAINING INCENTIVES PAYMENTS PROGRAM (TIPP), FINAL REPORT TO THE U.S. DEPARTMENT OF LABOR, JUNE 30, 1975

Dr. Sumner M. Rosen
June 1975

Report Descriptors: UPGRADING; INTERNAL LABOR MARKET; INCENTIVES; TRAINING INCENTIVE PAYMENTS PROGRAM; LOW INCOME; COST EFFECTIVENESS; LABOR FORCE BEHAVIOR

NTIS PB25[illegible]225/AS
Also available from Institute of Public Administration, 55 West 44th Street, New York, N.Y. 10036.

2-080 Utilization and Replication of Manpower Research and Development Findings from Projects with Atomic Energy Commission

U.S. ATOMIC ENERGY COMMISSION
OAK RIDGE, TENN.

Grant 20-47-73-18
Project completed fiscal year 1975

ANNUAL REPORT FOR CALENDAR YEAR 1973 OF MANPOWER RESEARCH AND DEVELOPMENT PERFORMED UNDER INTERAGENCY AGREEMENTS DOL A-20-47-73-18 AND DOL 82-47-72-05

Wendell Russell
February 1974

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

UPGRADING: REPORT OF PHASE I, PART I: ANALYSIS OF UPGRADING PRACTICES IN AN INDUSTRIAL SETTING

Wendell Russell
1973

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES; INDUSTRY PRACTICES

THE DEVELOPMENT AND DIFFUSION OF THE TRAINING AND TECHNOLOGY PROGRAM: A DECADE OF DEVELOPMENT OF MANPOWER TRAINING, 1965-1975

Gary H. deMik, Ronald O. Hietala, and Wendell Russell
January 1975

NTIS PB241921/AS

TRAINING AND TECHNOLOGY, 1972 ANNUAL REPORT AND STATISTICAL SUPPLEMENT

Wendell Russell
1972

Report Descriptors: UNDEREMPLOYMENT; UPGRADING; DISADVANTAGED; TRAINING PRACTICES; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT)

TRAINING AND TECHNOLOGY, POST-PLACEMENT FOLLOWUP

Wendell Russell
1973

Report Descriptors: UNDEREMPLOYMENT; UPGRADING; DISADVANTAGED; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES

TRAINING AND TECHNOLOGY (AN EXPERIMENT IN USING RESOURCES OF MODERN INDUSTRY TO TRAIN FOR HIGH LEVEL TECHNICAL JOBS) PHASE I

Wendell Russell
1973

Report Descriptors: UNDEREMPLOYMENT; TRAINING PRACTICES; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); HIGH-LEVEL JOBS

NTIS PB199518/AS

A MODEL FOR TRAINING THE DISADVANTAGED: TAT AT OAK RIDGE, TENNESSEE

Mary Davies, Office of Research and Development
1973

Report Descriptors: UNDEREMPLOYMENT; TRAINING PRACTICES; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT)
GPO MANPOWER RESEARCH MONOGRAPH NO. 29

UPGRADING IN AN INDUSTRIAL SETTING—FINAL REPORT

Wendell Russell
1973

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT)

NTIS PB230967/AS

2F. WELFARE RECIPIENT PROGRAMS

2-081* An Analysis of Unassigned Recipients in the WIN Program

P/RA RESEARCH, INC.
EAST MEADOW, N.Y.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

Dr. Sam Resnick

Contract 51-36-76-03
Project still in progress

Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; WORK INCENTIVE PROGRAM (WIN); PREDICTION OF SUCCESS IN PROGRAMS

Unassigned recipients are those welfare recipients who have registered for participation in the WIN Program but have not been assigned to either training or employment. At present, the unassigned group constitutes more than 75 percent of the WIN target population. The study is determining the potential for training unassigned recipients and placing them in jobs based on previous work experience; relevant social, economic, and demographic characteristics; and local labor market conditions. Estimates of the potential effectiveness and cost of providing additional services to increase placement rates will also be developed. The study will analyze how local administrative procedures and criteria for processing unassigned recipients affect assignment to WIN components.

The major questions to be answered by this study are: (1) How frequently do unassigned recipients move in and out of that status, and how much time do they spend in that status? (2) What services are currently being offered to this group, and what services do they need to increase their employment potential? (3) What are the characteristics of unassigned recipients and how do they compare with those of the assigned recipient? (4) What are the implications of the findings for legislation, WIN resource allocation, program design, and operations?

The study will be conducted in two phases. This contract is for phase I, which will develop the survey design and methodology necessary to collect and analyze the data required in phase II. Stratified random sampling techniques will be employed to choose 25 local WIN sites to be the sampling units from which representative unassigned recipients will be chosen. These sites will include States that provide benefits to unemployed fathers, as well as those that do not, and will be representative of various geographic, economic, and demographic service areas. Existing records of WIN participants will be analyzed and interviews will be conducted to validate these records and elicit additional information on the work-related problems of the unassigned recipient and the attitudes and procedures of the WIN staff.

2-082* Assessment of WIN and Welfare Tax Credits

IMPACT, INC.
MINNEAPOLIS, MINN.

David L. Thompson

Contract 51-27-75-03
Project still in progress

Descriptors: TAXES; WORK INCENTIVE PROGRAM (WIN); JOB CREATION; EMPLOYMENT OPPORTUNITIES

As an overall assessment of the Work Incentive (WIN) and Aid to Families with Dependent Children (AFDC) tax credit programs, this project will seek answers to the following questions: (1) To what degree are tax credits a factor in employer decisions to hire WIN registrants and welfare recipients? (2) What are the differences in usage of the WIN and the welfare tax credits? (3) What provisions or features of the tax credits contribute to or inhibit their use and effectiveness? (4) How do costs of the program (especially tax revenue decreases) compare with savings generated by the program (especially welfare savings, wages and/or taxes, and social security revenue increases)? (5) What are the implications of the findings for legislation, policy, program design, and operation? (6) How can the program be changed to increase its use and to make it more cost beneficial?

To answer these questions, the project will assemble a data base consisting of basic data on the extent of the tax credit programs, descriptive data about employers, descriptions of jobs and wages, information on worker characteristics and experience, and data on the influences and results of the tax credit programs. There will be four different approaches to the assembly and analysis of these data: (1) Collection and analysis of base data from operation reports and records; (2) an employer survey; (3) comparisons based on differences in geographic areas (matching demonstration areas against low-impact areas); and (4) impact analysis using composite findings to address questions of the net impact of the tax credit provisions.

2-083 Decisionmaking in the WIN Program

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 51-24-69-10
Project completed fiscal year 1974

INCENTIVES AND DISINCENTIVES TO PARTICIPATION IN THE WORK INCENTIVE PROGRAM

Dr. Charles D. Garvin
January 1974

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); WELFARE PROGRAMS; INCENTIVES; SOCIAL SERVICE EMPLOYEES; MOTHERS

NTIS PB231585/AS

2-084 Decisionmaking In the WIN Program

CASE WESTERN RESERVE UNIVERSITY
CLEVELAND, OHIO

Contract 51-37-69-11
Project completed fiscal year 1974
For report see contract 51-37-69-10.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-085 DECISIONMAKING IN THE WIN PROGRAM

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Contract 51-15-69-08
Project completed fiscal year 1974
For report see contract 51-37-69-10.

2-086* FEASIBILITY STUDY FOR THE INTRODUCTION OF VOUCHERS INTO THE WORK INCENTIVE PROGRAM

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Dr. Ann Richardson

Grants 51-11-73-02 and 51-41-74-01
Project still in progress

Descriptors: VOUCHERS FOR TRAINING; VOCATIONAL EDUCATION; WORK INCENTIVE PROGRAM (WIN); TRAINING ALLOWANCES; WELFARE RECIPIENTS

The objectives of this grant are to: (1) Determine the administrative feasibility of the use of vouchers for the purchase of manpower training services by WIN participants; (2) estimate the administrative costs and benefits of using vouchers for training in comparison with current WIN practices; and (3) develop a detailed design for a more comprehensive formal experiment.

As a test of the feasibility of utilizing vouchers for the purchase of job-related education and training, vouchers were issued to about 150 WIN clients. The researcher will evaluate the results to: (1) Identify, and plan to control for, administrative and procedural problems that could develop in the formal experiment; (2) estimate the potential costs and benefits of using vouchers over current WIN practices; (3) determine and refine project specifications, including eligibility criteria, types of training and vendors, limitations on duration and value of vouchers, and nature of counseling procedures used; (4) develop and refine formal experimental design; and (5) estimate operational and research budgets involved.

As data from the feasibility study continue to be collected, the voucher concept has been broadened to include the use of vouchers for the purchase of on-the-job training with private employers. Implementation of this broader concept is underway with on-the-job training vouchers expected to be issued by June 1975. The study, with longitudinal followup, is expected to be completed in 1977.

THE FEASIBILITY OF VOUCHERED TRAINING IN WIN: REPORT OF THE FIRST PHASE OF A STUDY

Dr. Ann Richardson and Dr. Laure M. Sharp
December 1974

NTIS
ETA

SCHOOL'S RESPONSES TO VOUCHERED VOCATIONAL TRAINING: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM

Bruce B. Dunning and James L. Unger
July 1975

NTIS PB246499/AS

2-087* FEASIBILITY STUDY—TOTAL FAMILY SUPPORT

SYSTEMS IN EDUCATION AND TRAINING, INC.
PHILADELPHIA, PA.

Dr. Lee H. Coleman

Contract 51-12-76-06
Project still in progress

Descriptors: WORK INCENTIVE PROGRAM (WIN); HOUSEHOLDS; FAMILIES; SUPPORTIVE SERVICES

This project is testing the operational feasibility and effectiveness of providing support services to entire families who are receiving welfare payments and enrolled in the Work Incentive (WIN) Program, in an effort to alter the employment behavior and employment outcomes of the breadwinners and potential breadwinners of the families.

The contractor will establish experimental and control groups for research purposes. The experimental group will be assigned to an experimental WIN counseling team for services. This team will consist of two regular WIN counselors, one of whom is designated as an employment/vocational counselor. This individual will have as a primary responsibility all aspects related to job development, training, placement, job coaching, and followup. The other team member is designated as the family counselor. This team member's primary responsibility is counseling the family in areas of day care, school-related problems, nutrition, interpersonal relationships, and effective utilization of community resources. The control group will be assigned to a regular WIN counseling team and will receive only the current WIN services.

The contractor will conduct both impact and process evaluations.

2-088 HEALTH AND NUTRITIONAL STATUS OF WORKING AND NONWORKING MOTHERS IN POVERTY GROUPS

CORNELL UNIVERSITY
ITHACA, N.Y.

Contract 51-36-71-02
Project completed fiscal year 1974

Daphne A. Roe and Kathleen R. Eickwork
December 1973

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); HEALTH; HEALTH CARE; WELFARE RECIPIENTS; EMPLOYMENT PATTERNS; MOTHERS; POVERTY

NTIS PB226821/AS

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

2-089 The Impact of the New York Workfare Program on Employable Welfare Recipients

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 51-36-72-06
Project completed fiscal year 1975

THE IMPACT OF THE NEW YORK STATE WORKFARE PROGRAM ON EMPLOYABLE WELFARE RECIPIENTS

Dr. Hrach Bedrosian and Dr. Daniel E. Diamond
January 1975

Report Descriptors: WELFARE RECIPIENTS; WELFARE PROGRAMS; EMPLOYABILITY DEVELOPMENT TEAMS; EMPLOYER ATTITUDES; WELFARE DEPENDENCY; HIRING PRACTICES; NEW YORK, NEW YORK; GUIDES FOR MANPOWER PROGRAMS

NTIS PB258508/AS

2-090 Incentives and Disincentives in the WIN Program

INTERSTUDY, WELFARE POLICY DIVISION
MINNEAPOLIS, MINN.

Earl Hokenson, J.D.

Grant 51-27-73-09
Project completed fiscal year 1976

Descriptors: INCENTIVES; WORK INCENTIVE PROGRAM (WIN); LABOR FORCE BEHAVIOR; WORK INCENTIVES

The objective of the study was to analyze the absolute and relative importance of monetary and nonmonetary incentives to WIN participants and their expressed levels of satisfaction with the incentives. The analysis was used to encourage successful employment outcomes as a result of the WIN experience.

During phase I, the grantee developed a conceptual framework that specified the expected incentives and disincentives inherent in the WIN Program, developed and pretested survey questionnaires for both current and former WIN participants, and designed a sample framework including both WIN I and WIN II populations in the experimental and control groups. During phase II, the grantee administered the survey questionnaire to the selected sample groups, conducted labor market analyses of the occupational categories into which study subjects had been grouped, processed and analyzed the data, and interpreted the findings.

Some study findings are that in general program participants were not aware of, did not understand, found too complicated, or too insignificant program features that might be identified as incentives or disincentives, such as the "30 and one-third" income disregard and the mandatory registration requirement with threat of loss of AFDC grant. The majority of WIN participants considered themselves volunteers. Vocational training was the only program component found to have a major impact on employment success. Underlying basic characteristics of individuals and their experience were better indicators of employment success than participation in any particular program component. Those characteristics associated with employment success were a successful work history, the absence of a child under 3 years of age for female-headed households, the absence of a significant perceived health problem, and the presence of a spouse in the household.

INCENTIVES AND DISINCENTIVES IN THE WORK INCENTIVE PROGRAM

Earl Hokenson J.D., Carol J. Reuther, and Susan R. Henke
May 1976

NTIS PB250597/AS

2-091* The Income Dynamics of the Poor

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Dr. Frank S. Levy, Dr. Clair B. Vickery, and Dr. Michael L. Wiseman

Grant 42-06-74-04
Project still in progress

Descriptors: WELFARE RECIPIENTS; LOW INCOME; TAXES; CULTURE OF POVERTY; POVERTY; WELFARE PATTERNS

The objective of the study is to identify the critical elements related to the income dynamics of the poor and thereby provide a broad understanding of the processes involved within the context of the marginal tax rate and the work requirement. Three specific issues will be investigated: (1) The ways in which different kinds of families enter and leave poverty; (2) the ways in which families with children leave the AFDC-FG and AFDC-U rolls; and (3) the relative importance of factors influencing the incomes of the working poor.

For the first issue, an analysis will be conducted of the University of Michigan Survey Research Center's Panel Study of Income Dynamics, which is a 5-year longitudinal study of 5,000 households. A picture will be developed from these data of the ways in which families enter and leave poverty and the frequency of such movements. The second issue will involve an analysis of a sample of AFDC-FG and AFDC-U families from the Alameda County, Calif., Department of Welfare, to determine how families progress on the welfare rolls, the importance of the marginal tax rate, and the importance of social services in helping people leave the rolls. The third issue will focus on an analysis of the working poor based on data from the census employment surveys and Michigan panel study.

2-092* The Job-Finding Club as a Method for Obtaining Employment for Welfare-

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

ELIGIBLE CLIENTS: DEMONSTRATION, EVALUATION, AND COUNSELOR TRAINING

ANNA MENTAL HEALTH AND DEVELOPMENT CENTER
ANNA, ILLINOIS

N. H. Azrin

Contract 51-17-76-04
Project still in progress

Descriptors: WORK INCENTIVE PROGRAM (WIN); JOB SEARCH; AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC); COUNSELING AND GUIDANCE; PROGRAMMED INSTRUCTION

The principal objective of this research and demonstration effort is to test, in a controlled setting, the effectiveness and feasibility of the Job-Finding Club technique as an operational job search model in the Intensive Manpower Services (IMS) component of the WIN Program. This concept, developed by the Anna Mental Health and Development Center, involves clients in a group receiving instructions every day until they find a job. The approach is based upon research indicating that personal contacts are the single most important source of successful job-lead information and that job search involves learning a complex sequence of skills. In addition to receiving instructions from a counselor, clients assist each other in a structured "Buddy" relationship with information on job leads being received from present and past group members as well as from more traditional outside sources. Daily sessions are held in actual jobseeking efforts such as writing letters, reviewing help wanted advertisements, telephoning for interviews, and writing resumes.

One field counselor will be assigned to each of the five Win sites. The counselor will be responsible for the random sampling of clients from a pool of WIN certified job-ready participants, for the training of a WIN agency counselor, and for the initial co-counseling of clients. Those not selected will constitute the control group, which will continue to receive regular WIN support services. Comparisons between the two groups will concern the percentage obtaining employment within 2 months, job tenure, type of job, type of industry, the average salary, and job retention rates after 6 months. In addition, information will be gathered on costs per client and on the success rates of different categories of clients.

2-093 JOB PATTERNS FOR WIN TERMINEES: A COMPARATIVE STUDY OF SELF-PLACED AND WIN-PLACED JOBHOLDERS

PACIFIC TRAINING AND TECHNICAL ASSISTANCE CORPORATION
BERKELEY, CALIF.

Contract 51-06-73-08
Project completed fiscal year 1975

THE PAYOFF TO JOB SEARCH: THE EXPERIENCE OF WIN TERMINEES

Dr. Bradley R. Schiller
June 1974

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); JOB PLACEMENT; SERVICE DELIVERY SYSTEMS; EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR

NTIS PB246743/AS

2-094* MEN IN WIN

IMPACT, INC.
MINNEAPOLIS, MINN.

David Thompson

Contract 51-17-76-05
Project still in progress

Descriptors: WORK INCENTIVE PROGRAM (WIN); DURATION OF UNEMPLOYMENT; FAMILIES; ASSESSMENT OF APPLICANTS AND TRAINEES; WELFARE PATTERNS

In an effort to encourage the maintenance of family structures more than half of the States have elected to provide AFDC benefits to families in which the father is still present but has not been employed for at least 30 days. The father is then required to register for the Work Incentive (WIN) Program where men currently comprise approximately one-fourth of all registrants. The objectives of this research are to study the factors affecting the participation of men in the WIN Program and the outcome of their participation and to analyze the impact on recipients of the existence of the Unemployed Fathers (UF) program in WIN. The study will compare the work placement needs of men with those of women in WIN and those of men in other programs where WIN is not available. Estimates of work placement potential will be determined by a composite measure, based upon information collected on the individuals' previous work histories, background characteristics, and welfare service needs. The study will also analyze the influence of various WIN Program characteristics and administrative procedures on male heads and nonheads of households.

The study will also indicate what difference the UF program is making on family composition and the family's ability to attain self-support. Secondly, it should provide information that can lead to changes in program design and operations as they affect men in WIN. Finally, the study may provide some timely information on the applicabilty of the WIN experience to other populations, such as UI recipients, ES applicants, and those singled out for special attention in the Humphrey-Hawkins bill.

The study will draw four related samples, composed of approximately 2,000 individuals representative of four distinct program populations—male WIN participants in UF States, male WIN participants from non-UF States, female participants from both UF States and non-UF States, and men in non-UF States who are receiving other forms of assistance. Stratified random sampling techniques will be employed to choose the 42 projects located in 12 States from which the samples will be drawn. Information on WIN Program participation will be collected from each of the groups via a combined mail and telephone interview and through the search of relevant WIN and welfare records. The final sample will be nationally representative of the male WIN population; the two comparison groups of women and men not in WIN should provide reliable evidence of the impact of the WIN Program on male participant and information on this group's problems and successes.

2-095* Paternal Authority and the Outcome of Work Training and Income Maintenance Programs

CENTER FOR RESEARCH ON THE ACTS OF MAN
PHILADELPHIA, PA.

Dr. Samuel Z. Klausner

Grants 12-42-74-11 and 51-42-73-05 (formerly contract 51-42-72-02)
Project still in progress

Descriptors: WORK INCENTIVE PROGRAM (WIN); IMPACT OF MANPOWER POLICIES; FAMILIES; FATHERS; MOTHERS

This project is a study of the relationship between family structure and economic dependency. It is predicated on the hypothesis that, where external economic factors and internal family factors predispose a family toward a matriarchal authority structure, the probability of abandonment by the father increases and the chance of escaping economic dependency decreases.

The study builds upon a 2-year, two-wave panel of 480 welfare and 100 working poor households in Camden, N.J. The economic and authoritative structures of those matrifocal families that have received work training will be compared with the structure of those that have not. The impact of the program on the reestablishment of nuclear families in these groups will be assessed. This sample will be supplemented by interviews with 100 fathers before and after WIN training. In addition, 600 low-income mothers will be interviewed following the birth of their first child. Both husband and wife will be interviewed 1 year and 2 years later, thereby catching families in the process of formation. A variety of socioeconomic data will be collected.

2-096* Physical Rehabilitation and Employment of WIN Recipients

CORNELL UNIVERSITY
ITHACA, N.Y.

Daphne A. Roe, M.D., Associate Professor of Nutrition

Grant 51-36-75-01
Project still in progress

Descriptors: HEALTH; NUTRITION; EMPLOYMENT; REHABILITATION; JOB PLACEMENT; WORK INCENTIVE PROGRAM (WIN); NEW YORK, ITHACA

The project is designed to demonstrate that persons who have marketable skills but who are currently unemployed because of health-related work disabilities can be returned to the labor market at minimal cost. A sample of AFDC recipients who would be eligible for participation in WIN, except for the presence of specific chronic disabilities, will be asked to participate in the project. If health barriers to employment can be removed at minimal administrative cost and if optimal management of health problems among such persons can increase their employability and job tenure, a meaningful welfare savings should result.

The initial group of persons referred to the project will be those with immediately marketable skills who have chronic disabilities, e.g., chronic dermatoses, nutritional anemia, back problems, late effects of injury, visual and hearing defects, obesity, and gross dental problems revealed as cosmetic defects. A health education program will be established and diet and exercise programs implemented for those with problems of obesity. Referral of subject to area physicians and clinics for treatment will be the responsibility of the principal investigator, who will act as advocate for the participants in obtaining full benefits of Medicaid to which the individual is entitled. A job development and placement program will assist participants in the transition to full-time employment.

2-097 A Proposal to Assess Impediments to a Close Alliance of the Work Incentive Program With Programs Administered by Local Prime Sponsors, Pursuant to the Comprehensive Employment and Training Act of 1973

LEGAL RESOURCES, INC.
WASHINGTON, D.C.

Grant 21-11-74-31
Project completed fiscal year 1975

LEGAL AND ADMINISTRATIVE IMPEDIMENTS TO COOPERATION BETWEEN LOCAL SPONSORS OF WIN AND CETA PROGRAMS

James L. Feldesman
January 1975

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PRIME SPONCORS (CETA); INTERAGENCY RELATIONS

NTIS PBPB258904/AS
ETA

2-098 A Test of the Impact of Flexible Work Schedules for Welfare Participants

UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. David S. Franklin

Grant 51-06-73-07
Project completed fiscal year 1976

Descriptors: WELFARE RECIPIENTS; MOTHERS; WORK SCHEDULES; WELFARE DEPENDENCY; LABOR FORCE PARTICIPATION; WORK INCENTIVE PROGRAM (WIN); JOB PLACEMENT; JOB RETENTION; CHILD DAY CARE; EMPLOYER ATTITUDES

This project attempted to evaluate the effectiveness of flexible work hours for mothers receiving welfare payments and the impact of such programs on welfare dependency.

Using a study group of 100 mothers, the project: (1) Developed a variety of work schedules; (2) determined employer attitudes toward flexible schedules and their preferences for different arrangements, according to type of industry and job class; (3) estimated the cost of developing such arrangements; (4) selected regular WIN participants for the project; and (5) assessed the impact of flexible schedules on labor force participation rates, job placement and job retention, and welfare and day-care costs.

Findings: (1) Employers are not willing to rearrange work schedules to accommodate welfare mothers when the labor market has a surplus of qualified workers who are able to work regular working schedules; (2) welfare mothers who are job ready and who can accept employment are more than likely to be enrolled in the Work Incentive (WIN) Program.

The contractor attempted to develop intermittent and/or part-time jobs for the project participants. They found: (1) Intermittent work (part-time or full-time) does not fit the needs for many in the AFDC client population; (2) many women who can and want to work prefer permanent full-time hours; and (3) lack of employment is only one of many problems besetting the typical welfare client.

INTERMITTENT AND FLEXIBLE WORK SCHEDULES
October 1975

Report Descriptors: WELFARE RECIPIENTS; MOTHERS; WORK SCHEDULES; JOB PLACEMENT

NTIS PB248843/AS

2-099 WIN Research Findings U[illegible]zation Project

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Grant 51-26-72-07
Project completed fiscal year 1974

WIN II; MAKING A DIFFERENCE (REPORT OF A CONFERENCE SEPTEMBER 19-21, 1972)
S. Bernard, L. Ferman, A. Lauffer, and G. Mink
1973

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); CONFERENCES; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

NTIS PB231530/AS

2-100 Work and Welfare Patterns of Low-Income Families with an Application to the Problem of Categorization

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Dr. Leonard J. Hausman, Florence Heller Graduate School for Advanced Studies in Social Welfare

Grant 51-25-73-03
Project completed fiscal year 1976

Descriptors: WELFARE PATTERNS; EMPLOYMENT PATTERNS; WORK INCENTIVE PROGRAM (WIN); WELFARE RECIPIENTS; JOB PLACEMENT; AID TO FAMILIES WITH DEPENDENT CHILDREN

The first part of the study involved (1) Analyzing data from a longitudinal survey of the work and welfare patterns of low-income families over a 5-year period to determine their work and welfare histories, the reasons for the observed patterns, the differences between the patterns of the welfare poor and nonwelfare poor, and the implications of those patterns for manpower policy and (2) applying these findings to the problem of calculating the cost of requiring classes of AFDC recipients to work. The second part of the study analyzed the placement potential of food stamp recipients and assessed the impact of the work registration requirement.

Labor market and welfare experiences of low-income families are traced over a 5-year period (1966-71), using data already gathered by the Survey Research Center of the University of Michigan. That study, covering 5,000 families, was supplemented by data tapes from a negative income tax study conducted by the Institute for Research on Poverty. Net costs for providing a given income to classes of families were estimated for programs with different work requirement regulations. For the food stamp portion of the study, 500 heads of households in each of five sites were surveyed. Data were collected with respect to demographic characteristics, employment histories, wage rates, and job search activity.

In analyzing the causes of work and welfare over time, the first study found a variety of work patterns and evidence of fluctuations in employment status and earnings. During the course of the study well over three-fourths of the male heads of families were employed at one time or another. The remainder of the group were characterized by some degree of employment instability since they were often unemployed and changed jobs frequently. A second significant finding was that both implicit tax (or benefit-loss) rates associated with earnings as well as benefit levels had small but significant effects on the quantity of work effort. Welfare programs of the sort studied generally do not discourage work altogether but may discourage it temporarily.

In the second report, the major findings resulting were that: (1) Work tests differ among cities in their enforcement and procedural details; (2) work tests are more heavily applied to male as opposed to female registrants; (3) differences in work test application, however, do not result in differences in the likelihood that a registrant will return to work; and (4) tough enforcement does not seem to affect the probability of re-employment among male registrants in the sample.

THE IMPACT OF WORK TESTS ON THE EMPLOYMENT BEHAVIOR OF WELFARE RECIPIENTS

Dr. Leonard J. Hausman, Dr. Barry L. Friedman, and Dr. Robert Evans Jr.
May 1976

NTIS PB256763/ASNO

WORK AND WELFARE PATTERNS IN LOW-INCOME FAMILIES

Dr. Barry L. Friedman and Dr. Leonard J. Hausman
June 1975

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); LOW-WAGE JOBS; LOW INCOME; WELFARE PATTERNS; LIFE STYLES; NEW JERSEY; PENNSYLVANIA

NTIS PB247664/AS

2-101 Youth in the WIN Program: Problems of Retention and Placement of WIN Enrollees Under the Age of 22

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Laure M. Sharp

Contract 51-11-72-04
Project completed fiscal year 1976

Descriptors: WORK INCENTIVE PROGRAM (WIN); YOUNG WOMEN; JOB PLACEMENT; JOB RETENTION; PREDICTION OF SUCCESS IN PROGRAMS

The initial objectives of this study were: (1) To identify the problems and situations encountered by Work Incentive (WIN) Program enrollees under 22 that are not faced by those in other age groups and (2) to determine how problems peculiar to this group are related to success rates in WIN, the organization and characteristics of local WIN projects, characteristics of the total WIN clientele in a given area and broader community features, such as the prevailing economic and social climate.

During phase I of the youth study, mail questionnaires were sent to local office managers of 100 WIN Projects to collect baseline data on young enrollees and to study the effects of WIN Program characteristics on dropout, placement, and termination rates. During phase II, 600 WIN enrollees under 22 were interviewed on their biographical characteristics and their perceptions of, and experiences in, the WIN Program. WIN staff at each of 10 WIN projects were interviewed on those program features and problems identified in phase I as associated with high dropout and low placement rates for enrollees under 22. Data were analyzed to identify those factors (programmatic, enrollee characteristic, or environmental) which contribute in a unique way to the success and failure of WIN enrollees under 22, as compared with those in other age groups.

Since this analysis indicated that the number of 16- and 17-year-old enrollees was too small to provide a statistically significant sample, the study design was modified to use the WIN and post-WIN experiences of participants aged 18 to 22, along with interviews of 16- and 17-year-olds, at three selected sites.

YOUTH IN THE WIN PROGRAM: REPORT ON A SURVEY OF CLIENT BACKGROUNDS, PROGRAM EXPERIENCE, AND SUBSEQUENT LABOR FORCE PARTICIPATION

Ann Richardson, and Bruce B. Dunning
March 1975
Available from Bureau of Social Science Research, 1990 M. Street, N.W., Washington, D.C. 20036

2-101A A Survey of Employers' Intentions to Use the WIN Tax Credit Program

Descriptors: WORK INCENTIVE PROGRAM (WIN); TAXES; GOVERNMENT PROGRAM IMPACT ON MANPOWER; WORK INCENTIVES; INDUSTRY PRACTICES

The objective of this study was to determine whether employers were aware of and/or were planning to take advantage of the newly passed legislation to give tax credits to employers for hiring WIN enrollees (Talmadge amendment).

The contractor mailed questionnaires to a sample of private employers who had previously hired WIN participants. The response rate was 28 percent. (A companion effort by the Bureau of National Affairs also surveyed a panel of employers who are regularly surveyed on personnel policies.)

This survey of 205 private employers with previous experience in hiring WIN enrollees revealed that: (1) Most were unaware of WIN tax credit program (WTCP); (2) most did not intend to participate; (3) additional financial incentives would not increase participation; (4) nonparticipation was a result of slack economy, WTCP red tape, union regulations, and lack of knowledge of the program; (5) participants were larger firms motivated by social obligations rather than financial incentives; and (6) crude extrapolation of survey results indicated that 2,000 employers might hire 34,000 WIN enrollees at $1.95 an hour. If they retained these workers for the required time, the related potential tax revenue would be $132 million.

These findings, while suggestive of current employer knowledge and intentions, should be treated with caution because of the small sample size and the low response rate.

EMPLOYER INTENTIONS TO USE THE WIN TAX CREDIT PROGRAM: A SURVEY OF EMPLOYERS WHO HAD PREVIOUSLY HIRED WIN ENROLLEES

J. David Roessner
August 1972

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: WORK INCENTIVE PROGRAM (WIN); TAXES; GOVERNMENT PROGRAM IMPACT ON MANPOWER; WORK INCENTIVES; EMPLOYER ATTITUDES

NTIS PB220210/AS
Also available from Bureau of Social Science Research, 1990 M Street, NW., Washington, D.C. 20036.

2G. WORKER ASSESSMENT & ORIENTATION

2-102* DEMONSTRATION OF THE USE OF A BIOGRAPHICAL INFORMATION SYSTEM IN IMPROVING WIN PROGRAM OUTCOMES

RICHARDSON, BELLOWS, HENRY & CO., INC.
WASHINGTON, D.C.

Frank W. Erwin and Dr. James W. Herring

Contract 51-11-75-04
Project still in progress

Descriptors: ASSESSMENT OF APPLICANTS AND TRAINEES; PREDICTION OF SUCCESS IN PROGRAMS; EFFECTIVENESS OF PROGRAMS; JOB PLACEMENT; JOB RETENTION; WORK INCENTIVE PROGRAM (WIN)

The objective of this project is to test the operational use of the Biographical Information Blank (BIB), developed by the contractor in earlier research within the Work Incentive Program, and to determine the extent to which such usage affects program outcomes. The BIB will be used within the program as an aid in selecting participants for employability development and placement services.

The project will be operated at 10 sites. The contractor will provide technical assistance to the sites in the administration and scoring of the BIB and will collect, process, and analyze the data on BIB scores and program outcomes for purposes of: (1) Further validating the predictive ability of the BIB as found in earlier research and (2) determining the effectiveness of the programmatic use of BIB in improving program outcomes. The latter will include both correlational analysis and a comparative analysis of program outcomes before and after the operational use of the BIB.

2-103 REPLACING JOBS WITH TASK MODULES AS THE WORK UNIT FOR TEST VALIDATION

AMERICAN INSTITUTES FOR RESEARCH
PITTSBURGH, PA.

Dr. Brent Baxter

Contract 20-42-74-14
Project completed fiscal year 1976

Descriptors: TESTING; ASSESSMENT AND EVALUATION; ETHNIC GROUPS; JOB ANALYSIS; PREDICTION OF SUCCESS IN PROGRAMS

This project validated the ability of the USES Basic Occupational Literacy Test (BOLT) to predict performance on basic task clusters. A system of tasks was developed to describe work performed in clerical, administrative, and technical positions. These task clusters represented work frequently appearing in entry-level positions. Measures of performance in 13 task clusters were devised and used as criteria to evaluate the validity of BOLT.

The BOLT test and the measures of performance were administered to over 2,000 racial/ethnic groups including males and females ranging in age from 16 to 69. Separate data analysis evaluated the predictiveness of each of the four BOLT subtests within each of the racial/ethnic groups.

The results show that one or more of the BOLT subtests predicted performance on all of the typical tasks, and in almost every case for each of the subgroups. Analysis of the project's data reveals a high degree of validity and fairness across racial/ethnic groupings and between the sexes. They also show the feasibility of constructing validation studies on the basis of task clusters rather than on innumerable, constantly changing jobs.
September 1975

NTIS PB247558/AS

2-104 DEVELOPMENT OF ASSESSMENT MEASURES FOR USE WITH YOUTH WORK-TRAINING PROGRAM ENROLLEES, PHASE II: LONGITUDINAL VALIDATION

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Contract 41-9-005-32
Project completed fiscal year 1974

DEVELOPMENT OF GUIDANCE MEASURES FOR YOUTH WORK-TRAINING PROGRAM ENROLLEES, PHASE I: MEASUREMENT OF PROGRAM OBJECTIVES AND THE DEVELOPMENT OF CRITERIA

Dr. Norman E. Freeberg and Dr. Richard R. Reilly
July 1971

Report Descriptors: TESTING; DISADVANTAGED; YOUTH; ASSESSMENT OF APPLICANTS AND TRAINEES; PREDICTION OF SUCCESS IN PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC)

NTIS PB231521/AS
ERIC ed 056067.

DEVELOPMENT OF ASSESSMENT MEASURES FOR USE WITH YOUTH WORK-TRAINING PROGRAM ENROLLEES, PHASE II: LONGITUDINAL VALIDATION

Dr. Norman E. Freeberg
January 1974

Report Descriptors: TESTING; DISADVANTAGED; YOUTH; ASSESSMENT OF APPLICANTS AND TRAINEES; ASSESSMENT AND EVALUATION; PREDICTION OF SUCCESS IN PROGRAMS

NTIS PB231522/AS

2-105 EVALUATION AND ANALYSIS OF JOB-CLIENT (CLEFF) MATCHING PROJECT

ULTRASYSTEMS, INC.
NEWPORT BEACH, CALIF.

Stanley Nathanson

Contract B2C-5415
Project completed fiscal year 1976

Descriptors: WORKER/JOB MATCHING; ASSESSMENT OF APPLICANTS AND TRAINEES; ASSESSMENT AND EVALUATION; COUNSELING AND GUIDANCE; JOB PLACEMENT; COMPUTER SYSTEMS

The Cleff Job Matching System (CJMS) is a computer-assisted procedure for assessing an applicant's pattern of work, related experiences, and activity preferences and matching them with jobs having similar patterns of requirements for successful performance. The objectives of this study were to document the operational experiences of a variety of manpower agencies in using the CJMS and to conduct a "miniexperiment" to provide data on the validity of CJMS.

The project obtained agency data on: (1) Who gets the CJMS; (2) what uses are made of the results; (3) system effects of operational constraints imposed by agency requirements and labor market conditions; (4) the attitudes and opinions of agency management and staffs toward CJMS usage; (5) the costs of using the system; and (6) outcome statistics for comparison of CJMS selected applicants with applicants assessed by conventional methods.

The principle conclusion of the contractor was that the CJMS provides useful measures indicating the retention potential of people/job matches. Statistically significant relationships were found between the eventual job retention of a person and the measures about the person and the person's match to the job by the CJMS.

VOLUME 1 INTRODUCTION AND SUMMARY
August 1975

NTIS PB248152/AS

VOLUME 2 TECHNICAL DISSERTATION AND APPENDICES
August 1975

NTIS
ETA COPIES LIMITED

2-106 AN EXPERIMENTAL MANPOWER LABORATORY: SOCIAL SYSTEMS INTERVENTION

COLORADO STATE UNIVERSITY
DENVER, COLO.

Contract 82-08-72-07 (formerly Contracts 82-06-69-11 and 82-06-70-19)
Project completed fiscal year 1975

A JOB INTERVIEW TRAINING PROGRAM (A TRAINER'S MANUAL)

Dr. E. C. Keil and Dr. J. R. Barbee
November 1971

Report Descriptors: DISADVANTAGED; JOB APPLICANTS; HANDBOOKS

NTIS PB221442/AS

SELF-CONCEPT AND THE DISADVANTAGED

R. W. Miskimins and B. R. Baker
February 1973

Report Descriptors: DISADVANTAGED; ATTITUDES

NTIS PB221441/AS

JOB COACHING: THE EFFECT ON WORK ADJUSTMENT OF THE DISADVANTAGED

Dr. Eugene R. Oetting and Dr. Dean Miller
January 1973

Report Descriptors: DISADVANTAGED; COACHING

NTIS PB221440/AS

FINAL REPORT: SOCIAL SYSTEMS INTERVENTION—IMPROVING WORK ADJUSTMENT OF THE DISADVANTAGED

VOLUME I—WORK AND THE DISADVANTAGED: SUMMARY VOLUME

Dr. Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; ADJUSTMENT; WORK ATTITUDES; ALIENATION; ORGANIZATIONAL ENVIRONMENT; COACHING; TAXONOMY; DISADVANTAGED; ASSESSMENT OF APPLICANTS AND TRAINEES; MANPOWER PROGRAM SERVICES AND TECHNIQUES

NTIS PB241371/AS

VOLUME II—STAGES OF WORK ADJUSTMENT AND THE DISADVANTAGED

Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; ORGANIZATIONAL ENVIRONMENT; DISADVANTAGED

NTIS PB241372/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

FINAL REPORT: SOCIAL SYSTEMS INTERVENTION—IMPROVING WORK ADJUSTMENT OF THE DISADVANTAGED

VOLUME III—THE WORK ENVIRONMENT AND THE DISADVANTAGED

Dr. Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; ORGANIZATIONAL ENVIRONMENT; DISADVANTAGED

NTIS PB241373/AS

FINAL REPORT: SOCIAL SYSTEMS INTERVENTION—IMPROVING WORK ADJUSTMENT OF THE DISADVANTAGED

VOLUME IV—BARRIERS TO EMPLOYMENT OF THE DISADVANTAGED

Dr. Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: DISADVANTAGED; ASSESSMENT OF APPLICANTS AND TRAINEES

NTIS PB241374/AS

FINAL REPORT: SOCIAL SYSTEMS INTERVENTION—IMPROVING WORK ADJUSTMENT OF THE DISADVANTAGED

VOLUME V—WORK RELATED ATTITUDES AND VALUES OF THE DISADVANTAGED

Dr. Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; ALIENATION; ASSESSMENT OF APPLICANTS AND TRAINEES; DISADVANTAGED

NTIS PB241375/AS

FINAL REPORT: SOCIAL SYSTEMS INTERVENTION—IMPROVING WORK ADJUSTMENT OF THE DISADVANTAGED

VOLUME VI—WORK ADJUSTMENT PROFILES OF THE DISADVANTAGED

Dr. Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; TAXONOMY; ASSESSMENT OF APPLICANTS AND TRAINEES; DISADVANTAGED

NTIS PB241376/AS

FINAL REPORT: SOCIAL SYSTEMS INTERVENTION—IMPROVING WORK ADJUSTMENT OF THE DISADVANTAGED

VOLUME VII—INTERVENING TO IMPROVE WORK ADJUSTMENT OF THE DISADVANTAGED

Dr. Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; ASSESSMENT AND EVALUATION; DISADVANTAGED; MANPOWER PROGRAM SERVICES AND TECHNIQUES

NTIS PB241377/AS

2-107* "JOB TRIALS" EXPERIMENTAL AND DEMONSTRATION PROJECT

JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.
PHILADELPHIA, PA.

Dr. Alfred Fiks

Contract 82-42-72-08
Project still in progress

Descriptors: JOB TRIALS; RECRUITMENT; UPGRADING; MODELS; MANPOWER UTILIZATION; ASSESSMENT AND EVALUATION; WORK SAMPLING

This project is exploring the feasibility of having employers, labor unions, educational institutions, and other agencies use "job trials" as a new tool in the process of personnel selection and upgrading.

The contractor will develop technical knowledge, guidelines, and models for use of job trials as aids to employers and other organizations. This project is an outgrowth of other research and development work using a work sample technique in manpower programs and State agencies as a counseling and evaluation tool for program participants.

2-108 PREDICTING JOB TENURE AMONG ES APPLICANTS AND PROGRAM TENURE AMONG WIN CLIENTS THROUGH THE USE OF BIOGRAPHICAL INFORMATION

RICHARDSON, BELLOWS, HENRY & CO., INC.
WASHINGTON, D.C.

Contract 82-11-72-15
Project completed fiscal year 1975

Frank W. Erwin
January 1975

Report Descriptors: PREDICTION OF SUCCESS IN PROGRAMS; RECRUITMENT; JOB PLACEMENT; HIRING PRACTICES; JOB RETENTION; TESTING; JOB APPLICANTS; ASSESSMENT OF APPLICANTS AND TRAINEES; JOB MATCHING; BIOGRAPHICAL INFORMATION BLANK (BIB); WORK INCENTIVE PROGRAM (WIN); GUIDES FOR MANPOWER PROGRAMS; INSTRUCTIONAL MATERIALS

NTIS PB241523/AS

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

2-109* A STUDY TO REFINE, EXPAND, AND VALIDATE THE WORK SAMPLE SYSTEM BEING USED BY SELECTED LOCAL EMPLOYMENT SERVICE OFFICES

JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.
PHILADELPHIA, PA.

Dr. Felix Kopstein, Project Director

Contract 20-42-75-09
Project still in progress

Descriptors: WORK SAMPLING; ASSESSMENT AND EVALUATION; TESTING

Phases I and II: The objective of this project is to develop an efficient, low-cost, quickly administered work sample test system that will include a wide variety of occupational areas suitable for the disadvantaged.

The contractor will accomplish this objective in three phases. First, he will develop a new work sample system. To do so, he will select worker trait group arrangements or occupational areas for the disadvantaged, identify performance and behavioral factors that are associated with the occupational areas to be covered in the system, and develop work samples for the performance and behavior factors identified. Second, the contractor will validate the work sample system. Finally, he will conduct training of national and local employment service staff in the use of the new system.

Phase III: During this final phase of the project, the contractor will set up two experimental/demonstration sites to test and refine the operational procedures for administering the new system. Also, further data will be collected for review and analysis.

2H. OTHER SUPPORTIVE SERVICE FOR WORKERS/TRAINEES

2-110* AN ANALYSIS OF SOUTH CAROLINA'S "START-UP IN THE BLACK IN SOUTH CAROLINA" PROGRAM AND ITS REPLICABILITY TO OTHER STATES

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Center for the Study of Human Resources

Grant 21-48-74-01
Project still in progress

Descriptors: LABOR MARKET AREAS; ASSESSMENT OF APPLICANTS AND TRAINEES; TRAINING EFFECTIVENESS AND IMPACT; INDUSTRIAL WORKERS; OCCUPATIONAL TRAINING; TRAINING PROGRAM MANAGEMENT; SOUTHEASTERN STATES; SOUTH CAROLINA

This study assesses South Carolina's startup industry training program, particularly that feature of the program designed to prepare trained workers to meet the opening date requirements of new plants. The researchers are examining the South Carolina program on an internal basis (i.e., between regions and counties within the State) and on an external basis (i.e., compared with programs of Virginia, North Carolina, and Alabama). The Piedmont and the Coastal Plains regions and rural and standard metropolitan statistical area (SMSA) counties will be included. Demographic data for race, sex, and income collected by South Carolina's Technical Education Committee and from the 1950, 1960, and 1970 censuses will be included in the statistical data. The researchers are also interviewing Government officials for pertinent data to ascertain the strengths and weaknesses of the programs.

Of primary concern is the effect that such programs have on industrial relocation; that is, whether higher wage industry is attracted to an area where local work forces have been upgraded. The results of the analysis do not support this hypothesis. Other variables were found to be more closely associated with the openings of new plants and the creation of new jobs.

2-111 BALTIMORE EMPLOYEE HEALTH PROGRAM

LABOR AGENCY FOR COMMUNITY SERVICE, INC.
BALTIMORE, MD.

Michael Brockmeyer

Contract 21-24-76-05
Project completed fiscal year 1976

Descriptors: ALCOHOLICS; REHABILITATION; JOB RETENTION; FEASIBILITY STUDY; LABOR-MANAGEMENT CONSORTIA; SUPPORTIVE SERVICES; MARYLAND, BALTIMORE

This grant to a Baltimore, Md., community service agency was to assist the agency in determining whether the Employee Health Program (EHP) could be converted from a federally funded demonstration project to a self-sustaining community resource. The EHP, an industrial alcoholism treatment clinic served a multiemployer, multiunion work force of over 100,000. The EHP clinic was begun as the operational component of a research and demonstration project, "Retaining Problem Drinkers on the Job," conducted by the Johns Hopkins University under grant No. 21-24-73-23. Establishment of the clinic— which had served over 500 clients by the fall of 1976—permitted collection of data on patient characteristics and treatment effectiveness. It also helped test a demonstration goal of whether the treatment service could become financially self-sustaining through reimbursement of costs from industrial health insurance carriers.

A report is to be prepared by the grant agency on the EHP's experience in transition, community acceptance and support and changes in operational problems with recommendations for solving them. The report should be available in 1977.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-112* Design of a Demonstration Project for Financing Social Services

SOCIAL AND REHABILITATION SERVICES, U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
WASHINGTON, D.C.

Interagency Agreement 51-11-75-02
Project still in progress

Descriptors: SUPPORTIVE SERVICES; WORK INCENTIVE PROGRAM (WIN); WELFARE PROGRAMS; SERVICE DELIVERY SYSTEMS

This is a joint funding with HEW for a project to perform conceptual and developmental work for studying the dynamics and effects of using a voucher system to finance the purchase of social services by WIN and other welfare clients. The conceptual development will lead to a design for conducting an experimental demonstration of the feasibility of using such a system. The contractor will develop: (1) A conceptual model for studying the dynamics and effects of various voucher systems for financing social services; (2) a design and methodology for conducting a demonstration that tests concepts and the feasibility of using a voucher system; and (3) criteria and measures for evaluating the effectiveness and utility of voucher systems. Upon completion of this phase of the study, a broad test of the concept may be conducted under strict experimental conditions in operating situations.

2-113 Employer Sponsored Child Day Care Center for Children of Department of Labor Employees

NATIONAL CHILD DAY CARE ASSOCIATION, INC.
WASHINGTON, D.C.

Contract 82-11-72-12 (formerly 82-09-70-07 and 82-09-68-43)
Project completed fiscal year 1974

CHILD DAY CARE DEMONSTRATION PROJECT FOR CHILDREN OF DEPARTMENT OF LABOR EMPLOYEES

Mattie P. Jackson and Thomas C. Taylor
December 1972

Report Descriptors: EMPLOYER SERVICES; CHILD DAY CARE

NTIS PB221288

2-114 Job Creation for Laid-Off Municipal Workers Through the Use of Unemployment Insurance Benefits

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Herbert Sturz

Grant 21-36-76-07
Project completed fiscal year 1976

Descriptors: JOB CREATION; LAYOFFS; UNEMPLOYMENT INSURANCE; STATE AND LOCAL GOVERNMENTS; FIRE FIGHTERS; POLICE

The objectives of this grant were to: (1) Analyze the unemployment insurance (UI) programs in a number of States experiencing reductions in public sector employment to determine whether and how UI beneficiaries can receive on-the-job training for private sector employment while continuing to receive UI benefits; (2) develop, in cooperation with business and industry, new job opportunities that will utilize the skills of former public employees who are unemployed because of shifting labor market conditions; and (3) generate public and private funding support for the operational phase of the program.

2-115* Job Search and Relocation Assistance Pilot Project

EMPLOYMENT AND TRAINING ADMINISTRATION, REGION IV
ATLANTA, GA.

Julian O. Colquitt, Assistant Regional Director for Employment and Training and John Herzog, Director, Westat, Inc.

Memorandum of agreement 20-13-75-38
Project still in progress

Descriptors: MOBILITY ASSISTANCE; JOB SEARCH; JOB BANK; PUBLIC EMPLOYMENT SERVICE; GEOGRAPHIC MOBILITY

The Job Search and Relocation Assistance Pilot Project is being undertaken to: (1) Test the feasibility and effectiveness of using the job bank as the major source of information on hard-to-fill jobs for purposes of providing relocation services to unemployed workers through local employment service offices; (2) determine whether a broader, nationwide relocation assistance program is desirable; and (3) evaluate procedures and techniques that might be incorporated in such a broader program.

Thirty local ES offices are participating directly in the project and providing differing levels of relocation assistance to applicants for whom jobs are not available in the local area and who wish to relocate. Ten offices are providing information only on out-of-area, hard-to-fill jobs listed in the Job Bank Openings Summary (JBOS), and long-distance telephone referral service; 10 are providing these services plus job search grants; and 10 are providing relocation grants in addition to the job search grants, long-distance telephone referral service, and job opening information. In addition, 10 nonparticipating control sites have been selected for purposes of project evaluation.

The project evaluation, being performed under separate contract, will include both process and impact evaluation. The former will be an assessment of operational procedures, integration and coordination of functions, staffing, costs, and overall efficiency and will include recommendations for improvements, particularly with an eye toward possible nationwide implementation of the project approach. The impact evaluation will examine: (1) Both economic and social outcomes for project participants; (2) project effectiveness in meeting employers' needs; and (3) project costs and benefits.

2-116 LABOR MOBILITY PROJECT

NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

Contract 82-37-71-04
Project completed fiscal year 1974

APPROACHES TO RELOCATION: NORTH CAROLINA MOBILITY PROJECT, 1971-73
October 1973

Report Descriptors: LABOR MOBILITY; NORTH CAROLINA

NTIS PB238180/AS

2-117 MANPOWER DEMONSTRATION PROJECT FOR CONTROL AND PREVENTION OF DRUG ABUSE

JOB CORPS HEALTH UNIT, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 82-11-71-14
Project completed fiscal year 1974

SAN JOSE RESIDENTIAL MANPOWER CENTER DEMONSTRATION DRUG PROJECT

Report Descriptors: DRUG USERS; JOB CORPS; YOUTH; REHABILITATION; MODELS; INTERSYSTEM LINKAGES; STAFF TRAINING; CALIFORNIA, SAN JOSE; GUIDELINES FOR MANPOWER PROGRAMS

NTIS
ETA LIMITED COPIES

2-118 MISSISSIPPI STAR LABOR MOBILITY PROJECT

SYSTEMATIC TRAINING AND REDEVELOPMENT (STAR)
JACKSON, MISS.

Contract 82-26-70-12 (formerly Contract 87-26-66-09)
Project completed fiscal year 1974

RELOCATING THE UNEMPLOYED: DIMENSIONS OF SUCCESS

John F. Speight
September 1973

Report Descriptors: CONCENTRATED EMPLOYMENT PROGRAM; GEOGRAPHIC MOBILITY; MOBILITY ASSISTANCE; RURAL AREAS

NTIS PB237772/AS

RELOCATING THE UNEMPLOYED: EVALUATION AND POLICY IMPLICATIONS FOR A NATIONAL PROGRAM
December 1973

Report Descriptors: SERVICE DELIVERY SYSTEMS; MOBILITY ASSISTANCE; GEOGRAPHIC MOBILITY; RURAL AREAS

NTIS PB237930/AS

RELOCATION ASSISTANCE: DELIVERY TECHNIQUES
December 1973

Report Descriptors: SERVICE DELIVERY SYSTEMS; GEOGRAPHIC MOBILITY; MOBILITY ASSISTANCE; CONCENTRATED EMPLOYMENT PROGRAM; HANDBOOKS

NTIS PB237929/AS

2-119 NORTHERN MICHIGAN UNIVERSITY'S LABOR MOBILITY PROJECT

NORTHERN MICHIGAN UNIVERSITY
MARQUETTE, MICH.

Contract 82-24-70-13
Project completed fiscal year 1974

THE MOBILITY IMPERATIVE

Thornton Routhier, Cilla J. Reesman, and Shirley Girard
January 1974

Report Descriptors: LABOR MOBILITY; NORTHERN MICHIGAN

NTIS PB237632/AS

2-120 OCCUPATIONAL ADJUSTMENT OF RECENT LOW-INCOME SOUTHERN IN-MIGRANTS TO CLEVELAND

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Contract 81-09-66-27
Project completed fiscal year 1974

SOUTHERN NEWCOMERS TO CLEVELAND: WORK AND SOCIAL ADJUSTMENT OF RECENTLY ARRIVED RESIDENTS OF LOW-INCOME NEIGHBORHOODS

Gene B. Petersen, Laure M. Sharp, and Thomas F. Drury
April 1975

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: MIGRANTS; LABOR MOBILITY; CLEVELAND, OHIO

2-121* Retaining Problem Drinkers on the Job

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Dr. Wallace Mandell and Dr. Carl Schramm, School of Hygiene and Public Health

Grant 21-24-73-23
Project still in progress

Descriptors: JOB RETENTION; REHABILITATION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; COST EFFECTIVENESS; FRINGE BENEFITS; FEASIBILITY STUDY; LABOR-MANAGEMENT CONSORTIA; JOB PERFORMANCE; MARYLAND, BALTIMORE

The primary purpose of this project is to develop a model system of linkages among management, labor, treatment resources, and health insurers in a community for the early identification, treatment, and retention of problem drinkers on the job. The study will also develop work performance criteria to permit an evaluation of the costs, effectiveness, and suitability of treatment for different types of workers. It will further develop data on how various treatment process events contribute to changes in abusive drinking behavior, as well as data for a large pool of workers so that the relation of work characteristics to deviant drinking can be studied. If the approach is proven feasible and cost effective, community resources may be persuaded to accept continuing responsibility for financial support. The importance of the approach is that it offers an alternative in labor-management grievance procedures to firing of employed problem drinkers.

The associated unions, large companies, and government agencies in the Baltimore area are identifying and referring problem drinkers for diagnosis and treatment at a center operated by the project. A labor-management liaison project component is recording contacts with employers, unions, and other community resources to determine the best ways to construct an effective cooperative treatment program. Researchers are surveying employment records, administering questionnaires to supervisors and to clients at intake and before termination from treatment, and analyzing resultant data to obtain insight on possible industrial causes for alcohol abuse and on treatment program impact. The final report is in process.

LITERATURE REVIEW

EHP WORKING PAPER 6

Dr. Carl J. Schramm and Robert DeFillippi

Report Descriptors: JOB RETENTION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; JOB PERFORMANCE; MARYLAND, BALTIMORE; BIBLIOGRAPHIES
School of Hygiene and Public Health, Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md.

ESTIMATING COSTS OF ALCOHOLISM

EHP WORKING PAPER *10*

Dr. Carl J. Schramm
January 1975

Report Descriptors: REHABILITATION; ALCOHOLICS; COST EFFECTIVENESS; FEASIBILITY STUDY; JOB PERFORMANCE; MARYLAND, BALTIMORE
School of Hygiene and Public Health, Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md.

COLLECTIVE BARGAINING AND ALCOHOLISM

EHP WORKING PAPER 9

Dr. Carl J. Schramm
October 1974

Report Descriptors: JOB RETENTION; REHABILITATION; ALCOHOLICS; COLLECTIVE BARGAINING; FRINGE BENEFITS; JOB PERFORMANCE; MARYLAND, BALTIMORE
School of Hygiene and Public Health, Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md.

EMPLOYEE HEALTH PROGRAM VIDEO-TAPE DOCUMENTATION

Stan Hankin and Caroll Cuddy
August 1975

Report Descriptors: JOB RETENTION; REHABILITATION; JOB STABILITY; SUPPORTIVE SERVICES; ALCHOHOLICS; COLLECTIVE BARGAINING; COST EFFECTIVENESS; FRINGE BENEFITS; FEASIBILITY STUDY; LABOR-MANAGEMENT CONSORTIA; JOB PERFORMANCE; FILMS
ETA LOANED TO REGIONAL DOL AND CETA PRIME SPONSORS; OTHERS MAY PURCHASE COPIES AT REPRODUCTION COST.

"ALCOHOLISM AND THE WORKPLACE"

MANPOWER MAGAZINE; VOL. 7, NO. 2; FEBRUARY 1975

Ronald E. Jones
February 1975

Report Descriptors: JOB RETENTION; REHABILITATION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; COST EFFECTIVENESS; FRINGE BENEFITS; FEASIBILITY STUDY; LABOR-MANAGEMENT CONSORTIA; JOB PERFORMANCE
ETA LIMITED COPIES.
GPO

EMPLOYEE HEALTH PROGRAM RESEARCH WORKING PAPERS

APPENDICES

Dr. Carl J. Schramm, Dr. Wallace Mandell, and Janet Archer
May 1976

Report Descriptors: ALCOHOLICS; COST EFFECTIVENESS; COLLECTIVE BARGAINING; QUESTIONNAIRES; APPENDIX; FRINGE BENEFITS

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

2-122 TEXAS MIGRANT DEMONSTRATION PROJECT

U.S. EMPLOYMENT SERVICE, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 82-46-69-22
Project completed fiscal year 1974

EXPERIMENTAL AND DEMONSTRATION PROJECT FOR SOUTH TEXAS MIGRANT WORKERS: FINAL REPORT

Cora S. Cronemeyer
May 1972

Report Descriptors: INSTITUTIONAL CHANGE; MOBILITY ASSISTANCE; MIGRANTS; SOUTHWESTERN STATES; MEXICAN AMERICANS; PERSONS OF LIMITED ENGLISH SPEAKING ABILITY; CIVIL SERVICE SYSTEM; EMPLOYMENT SERVICE STAFF; JOB PLACEMENT; VOCATIONAL TRAINING; FARMWORKERS; TEXAS

NTIS PB222915/AS

2-123 WORKER RELOCATION IN THE CONTEXT OF MANPOWER POLICY AND ECONOMIC DEVELOPMENT: IMPLICATIONS OF EXPERIMENTS IN SUBSIDIZED RELOCATION IN THE UNITED STATES

NORTHERN MICHIGAN UNIVERSITY
MARQUETTE, MICH.

Grant 21-26-74-34
Project completed fiscal year 1975

WORKER RELOCATION 1965-1972: A REVIEW OF THE RESEARCH AND OPERATIONS FINDINGS OF MDTA EXPERIMENTAL AND DEMONSTRATION PROJECTS

Cilla J. Reesman and David R. Zimmerman
February 1975

Report Descriptors: MOBILITY ASSISTANCE; LABOR MOBILITY

2I. PROGRAMS FOR OTHER UNEMPLOYED

2-124* THE ADDICT AND EX-ADDICT: JOB FINDING EXPERIENCES AND PERFORMANCE IN EMPLOYMENT

MASSACHUSETTS ADVOCACY CENTER
BOSTON, MASS.

Dr. I. Ira Goldenberg

Grant 21-25-74-15
Project still in progress

Descriptors: DRUG USERS; JOB SEARCH; JOB PERFORMANCE; NEW YORK, NEW YORK; MASSACHUSETTS, BOSTON

This project is analyzing and assessing the process by which drug maintained addicts and drug free ex-addicts gain access to employment and how they perform after being employed.

The investigator is: (1) Surveying approximately 40 drug treatment programs in New York and Boston and collecting data on program employment-related services and client employment-related experiences; (2) examining local employment prospects which affect groups with particular handicaps in several urban labor markets that are the setting for this study; and (3) obtaining and analyzing employer data from an independent study concerning the job performance experience of employed individuals having an addiction history.

2-125 ANALYSIS OF THE EVOLUTION AND IMPACT OF THE DEPARTMENT OF LABOR'S BONDING ASSISTANCE DEMONSTRATION PROGRAM

CONTRACT RESEARCH CORPORATION
BELMONT, MASS.

Dr. Lawrence Bailis

Contract 20-25-75-01
Project completed fiscal year 1976

Descriptors: BONDING ASSISTANCE; CORRECTIONS

The purpose of this study was to make a historical and program analysis of the DOL—sponsored experimental and demonstration bonding programs for ex—offenders that evolved into the Federal Bonding Program. A succinct historical narrative covering the major events in this program since 1965 is contained in volume I. Volume II reports the findings of an operational analysis of the program during the same period, including an indepth analysis of data from the State of Illinois presented as a case history.

There were wide variations in the accuracy, consistency, and availability of data on utilization and results of the bonding program throughout the United States. Major findings indicated that all States did not participate equally in the program. The *default rate* on the bondees (i.e., the percentage of the total number of bondees for whom the insurance company has reimbursed an employer for the claimed dishonest behavior of the bondee), who were mostly male, nonwhite, ex—offenders under 34 years of age, was under 2 percent. Bondees were placed mainly in manufacturing, retail, and service industries. Questionnaire responses from employers indicated satisfaction with the job performance of the bondees; however, the standard fidelity bonding practice of most insurance companies continued to exclude ex—offenders from coverage.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

AN ANALYSIS OF THE FEDERAL BONDING PROGRAM

SUMMARY

Dr. Lawrence Bailis, Joanna Kennedy, et al
September 1975

Report Descriptors: BONDING ASSISTANCE; CORRECTIONS; OFFENDER EMPLOYMENT; RESTRICTION LAWS

NTIS PB246423/AS

AN ANALYSIS OF THE FEDERAL BONDING PROGRAM

VOLUME I: PROGRAM HISTORY

Dr. Lawrence Bailis, Joanna Kennedy et al
September 1975

Report Descriptors: BONDING ASSISTANCE; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS

NTIS PB248415/AS

AN ANALYSIS OF THE FEDERAL BONDING PROGRAM

VOLUME II: PROGRAM ANALYSIS

Susan Carnduff, Dr. Lawrence Bailis, Joanna Kennedy, et al
September 1975

Report Descriptors: BONDING ASSISTANCE; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS

NTIS PB246424/AS

2-126 The Community Integration Program: Innovation Toward Alternatives to Incarceration

NATIONAL COUNCIL ON CRIME AND DELINQUENCY
WASHINGTON, D.C.

Grant 92-11-72-32
Project completed fiscal year 1975

SO YOU WANT TO START A COMMUNITY CORRECTIONS PROJECT

Ann Parker, Carol MacDonald and Justus Freimund
November 1974

Report Descriptors: CORRECTIONS; YOUTH; STATE AND LOCAL GOVERNMENTS; METHODOLOGY; ASSESSMENT AND EVALUATION; EFFECTIVENESS OF PROGRAMS

NTIS PB241436/AS

2-127* Demonstration Program of Transitional Financial Aid to Ex-Offenders with Related Legal Analysis, Central Coordination, and Information Dissemination

AMERICAN BAR ASSOCIATION: COMMISSION ON CORRECTIONAL FACILITIES AND SERVICES
WASHINGTON, D.C.

Melvin T. Axilbund

Grant 21-11-75-19
Project still in progress

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTANENCE; JOB PLACEMENT

The overall objectives of this grant are to: (1) Provide national coordination, direction, integration, and assessment of a two-State demonstration program to test the efficacy of transitional financial aid in promoting productive community reintegration and reducing recidivism among ex-offenders released from State prisons; (2) determine whether released offenders receiving weekly payments for stipulated periods comparable to weekly unemployment benefits will exhibit a better record of avoidance of new criminal activity than offenders not receiving such direct financial assistance; and (3) ascertain how existing State and Federal legislation on unemploy insurance and corrections, administrative regulations, and agency procedures would need to be adjusted or modified to permit experimentation with incorporating transitional financial aid programs as integral components of regular correctional and manpower service operations.

The grantee will provide technical assistance and will chronicle and assess the outcome of the projects. The grantee will also develop legislative and regulatory models for guidance in establishing transitional financial assistance for released offenders and a clearinghouse for information relating to these activities.

See projects funded under grants A20-48-75-44 and A20-13-75-46 for a description of the related demonstration projects in the two demonstration States.

BACK ON THE STREET—FROM PRISON TO POVERTY (THE FINANCIAL RESOURCES OF RELEASED OFFENDERS)

Robert Horowitz
June 1976

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCOME MAINTENANCE

NTIS PB258880/AS

2-128 Development of a Model Assessment and Classification System for Correctional Institutions

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Grant 21-27-73-09
Project completed fiscal year 1975

Dr. Lowell W. Hellervik
October 1974

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

Report Descriptors: CORRECTIONS; MEN; WOMEN; SUPERVISION; TESTING; ASSESSMENT AND EVALUATION; COUNSELING AND GUIDANCE; TRAINING

NTIS PB241020/AS

2-129 Expansion of Pretrial Intervention Programs

AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

Arnold Hopkins

Grant 21-11-73-32
Project completed fiscal year 1976

Descriptors: PRETRIAL INTERVENTION; CORRECTIONS

The purpose of this grant was to stimulate wider adoption of pretrial intervention programs, using local resources and based on findings, recommendations, and experiences of U.S. Department of Labor efforts in this area.

Fifteen cities were selected on the basis of need, receptivity, and potential resources. The goal was to develop 6 to 10 pretrial intervention programs, relying on the resources of local budgets, foundations, and other grant-in-aid resources. Thirteen cities were finally organized to start pretrial intervention programs.

The project acted to: (1) Communicate the values of the program to prosecutors, courts, and social service agencies; (2) explain the practical details of implementation, including safeguards to protect the public interest; and (3) provide handbooks, problem analyses, alternative approaches, and demonstration results.

Technical assistance from the project was welcomed and proved to be effective.

LEGAL ISSUES AND CHARACTERISTICS OF PRETRIAL INTERVENTION PROGRAMS
Michael Biel
April 1974

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS; HANDBOOKS
Available from National Pretrial Intervention Service Center, 1800 M St., NW., Washington, D.C. 20036.

DIRECTORY OF CRIMINAL JUSTICE DIVERSION PROGRAM (REVISED APRIL, 1975)
April 1974

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS

NTIS PB241928/AS
Available from National Pretrial Intervention Service Center, 1800 M St., NW., Washington, D.C. 20036.

PRETRIAL INTERVENTION STRATEGIES: AN EVALUATION OF POLICY-RELATED RESEARCH AND POLICYMAKER PERCEPTIONS
Roberta Rovner-Pieczenik
1976
Lexington Books, Lexington, Mass.

SOURCE BOOK IN PRETRIAL CRIMINAL JUSTICE INTERVENTION TECHNIQUES AND ACTION PROGRAMS
May 1974

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS; DISTRICT OF COLUMBIA; HANDBOOKS
National Pretrial Intervention Service Center, 1800 M Street, NW., Washington, D.C. 20036

LEGAL ISSUES IN ADDICT DIVERSIONS
Harvey S. Perlman and Peter Vaszi
1976

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS; DISTRICT OF COLUMBIA; HANDBOOKS
Lexington Books, Lexington, Mass.

2-130 Experimental Manpower Laboratory To Test Innovative Manpower Development Strategies for Disadvantaged Youth

MOBILIZATION FOR YOUTH, INC.
NEW YORK, N.Y.

Contract 42-36-73-02 (formerly Contracts 82-36-71-07 and 82-34-69-21)
Project completed fiscal year 1975

APPLICATIONS OF VIDEOTAPE RESOURCES IN MANPOWER DEVELOPMENT PROGRAMS
Paul McHugh
December 1972

Report Descriptors: OCCUPATIONAL TRAINING; COUNSELING AND GUIDANCE; HANDBOOKS; VIDEOTAPES

NTIS PB214047/AS

THE EXPERIMENTAL MANPOWER LABORATORY'S R&D PURSUITS FROM 12/16/70-12/15/72 AND R&D PROJECTS TO BE UNDERTAKEN FROM 12/16/72-4/15/74: DEVELOPMENT AND EVALUATION OF INNOVATIVE STRATEGIES FOR ENHANCING EMPLOYMENT FOR THE HARD-TO-EMPLOY
November 1972

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; NEIGHBORHOOD YOUTH CORPS (NYC); EMPLOYABILITY DEVELOPMENT; HARDCORE; NEW YORK, NEW YORK

NTIS PB214163/AS

FIELD EXPERIMENTS IN MANPOWER ISSUES (THREE REPORTS: THE EFFECTS OF MONETARY INCENTIVES ON THE LEARNING OF REMEDIAL ENGLISH BY DISADVANTAGED TRAINEES; THE REWARD PREFERENCES OF NEIGHBORHOOD YOUTH CORPS TRAINEES: NECESSITIES VS. LUXURIES; AND THE FEASIBILITY OF COUPLING AVAILABLE MANPOWER DEVELOPMENT SERVICES WITH RESIDENTIAL ADDICTION

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

TREATMENT FACILITIES: I. THE RESIDENTS' VIEWPOINT).

Bruce K. Eckman and Dr. Irwin Feifer
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING INCENTIVES; ENGLISH AS A SECOND LANGUAGE (ESL); DRUG USERS

NTIS PB211804/AS

FIELD EXPERIMENTS IN MANPOWER ISSUES: THE REWARD PREFERENCES OF NYC TRAINEES: II PROGRAM TENURE CORRELATES OF DIFFERENTIAL PREFERENCES

Bruce K. Eckman and Judith Simmons
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING INCENTIVES

NTIS PB214062/AS

FULFILLING THE POTENTIAL OF NYC-2 (SIX MONOGRAPHS: USING GOVERNMENT AGENCIES FOR TRAINING THE DISADVANTAGED FOR EMPLOYMENT IN THE PUBLIC AND PRIVATE SECTORS; PREVENTIVE PHONETICS FOR TEACHING ENGLISH PRONUNCIATION TO SPANISH-SPEAKING TRAINEES; A STUDY OF THREE MAJOR TEXTBOOKS WHICH USE THE AUDIOLINGUAL METHOD FOR TEACHING ENGLISH AS A SECOND LANGUAGE; OPERATING A PUBLIC SERVICE BUSINESS AS A NEIGHBORHOOD YOUTH CORPS TRAINING SITE; OVERENROLLMENT PROBLEMS IN A MANPOWER TRAINING PROGRAM; AND GUIDELINES IN THE UTILIZATION OF TRAINING INCENTIVES)

Fred Lorber and others
August 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); JOB DEVELOPMENT; PUBLIC EMPLOYMENT PROGRAMS; ENGLISH AS A SECOND LANGUAGE (ESL); TRAINING PRACTICES; TRAINING PROGRAM MANAGEMENT; TRAINING INCENTIVES

NTIS PB211814/AS

COMBINING PROFESSIONAL ROLES TO OPTIMIZE PROGRAM DELIVERY

Harold Reinish
November 1972

Report Descriptors: MANPOWER PROGRAM STAFFING

NTIS PB213988/AS

DROPOUT PREVENTION: A PROPOSED MODEL FOR UTILIZING NYC-2 TO FACILITATE CAREER EDUCATION

Joel R. Seldin
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); VOCATIONAL EDUCATION

NTIS PB213986/AS

GUIDELINES FOR EFFECTIVE PLACEMENT AND FOLLOW-UP ON OUTSTATIONED NYC-2 JOB TRAINING SITES

Harold Reinish
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING PROGRAM MANAGEMENT

NTIS PB213987/AS

LINKING THE NEIGHBORHOOD YOUTH CORPS AND MA-JOBS PROGRAMS INTO A SEQUENTIAL TRAINING EMPLOYMENT MODEL

Fred Lorber and Dr. Irwin Feifer
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING PROGRAM MANAGEMENT

NTIS PB213898/AS

THE PRE-PROGRAM ORIENTATION: TOWARD ENHANCING SUCCESS IN NYC-2 JOB TRAINING

Frank Broughton and Harold Reinish
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING PROGRAM MANAGEMENT

NTIS PB213897/AS

REFINING NYC-2 GUIDELINES: TOWARD AN EXPANDED DEFINITION OF ASSESSMENT

Joel R. Seldin
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); ASSESSMENT AND EVALUATION

NTIS PB213985/AS

TOWARD AN EXPANDED DEFINITION OF ASSESSMENT: I. THE DETERMINATION OF VIABLE JOB TRAINING AREAS

Joel R. Seldin
November 1972

Report Descriptors: LABOR MARKET INFORMATION; MANPOWER PROGRAM MANAGEMENT; OCCUPATIONAL TRAINING; HANDBOOKS

NTIS PB213989/AS

USING GOVERNMENT AGENCIES FOR TRAINING THE DISADVANTAGED FOR EMPLOYMENT IN PUBLIC AND PRIVATE SECTORS: II. THE CONSORTIUM MODEL

Jerome G. Schenkman and Emily Rodriguez
November 1972

Report Descriptors: ON-THE-JOB TRAINING (OJT); CONSORTIA

NTIS PB213896/AS

MAXIMIZING YOUR TRAINING EFFICIENCY: THE APPLICATION OF BEHAVIORAL PRINCIPLES TO JOB TRAINING

WORKBOOK

Lenore Neiswender
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB214018/AS

MANUAL

Lenore Neiswender
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB214021/AS

THE NEIGHBORHOOD YOUTH CORPS GOES TO FIJI: JOB TRAINING FOR ANOTHER SOCIETY'S DISADVANTAGED YOUTH

Joel R. Seldin
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); INTERNATIONAL MANPOWER

NTIS PB213864/AS

PROBLEMS IN THE APPLICATION OF BEHAVIOR MODIFICATION PRINCIPLES FOR TEACHING JOB-REQUIRED BEHAVIORS TO DISADVANTAGED MANPOWER TRAINEES

Dr. Irwin Feifer and others
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; VOCATIONAL TRAINING; EMPLOYABILITY DEVELOPMENT; CONFERENCES

NTIS PB213865/AS

TEACHING JOB-RELATED BEHAVIORAL COMPETENCIES THROUGH THE USE OF PRESCRIBED LEADER INTERVENTIONS WITHIN A STRUCTURED GROUP COUNSELING PROGRAM

Richard Tobias
November 1972

Report Descriptors: EMPLOYABILITY DEVELOPMENT; COUNSELING AND GUIDANCE; CONFERENCES

NTIS PB213863/AS

TRAINING MANPOWER DEVELOPMENT WORK SUPERVISORS IN THE USE OF BEHAVIOR MODIFICATION TECHNIQUES TO TEACH JOB-REQUIRED SKILLS

Lenore Neiswender
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; STAFF TRAINING; VOCATIONAL TRAINING; CONFERENCES

NTIS PB213862/AS

SERVICE VS. RESEARCH IN A MANPOWER DEVELOPMENT AGENCY: THE IMPACT OF THE INTRODUCTION OF CONTROLLED RESEARCH ON STAFF MORALE

Dr. Irwin Feifer
October 1972

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; INTERAGENCY RELATIONS

NTIS PB213879/AS

A THREE-PART STUDY OF THE EFFECTIVENESS OF MONETARY INCENTIVES ON THE ACQUISITION OF REMEDIAL ENGLISH SKILLS BY DISADVANTAGED TRAINEES

Bruce K. Eckman
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING INCENTIVES; ENGLISH AS A SECOND LANGUAGE (ESL)

NTIS PB213861/AS

A CONTROLLED EXPERIMENT TO TEST TWO MAJOR ISSUES OF WORK PROGRAM METHODOLOGY FOR NYC OUT-OF-SCHOOL UNEMPLOYED YOUTH

Leonard P.R. Granick
January 1975

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH; NEW YORK, NEW YORK

NYC EMPLOYMENT MODELS AND STRATEGIES

Leonard P. R. Granick and Robert F. Mitler
January 1975

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; NEIGHBORHOOD YOUTH CORPS (NYC); NEW YORK, NEW YORK

2-131 THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS

REHABILITATION RESEARCH FOUNDATION
MONTGOMERY, ALA.

Grant 21-01-73-38 (formerly Contracts 82-01-69-06, 82-01-67-36, and 82-01-07)
Project completed fiscal year 1975

BONDING ASSISTANCE DEMONSTRATION PROJECT IN PRISONER TRAINING PROGRAMS

Robert R. Smith
September 1972

Report Descriptors: BONDING ASSISTANCE; CORRECTIONS; EXPERIMENTAL MANPOWER LABORATORIES
ETA

A MANUAL FOR THE USE OF THE ENVIRONMENTAL DEPRIVATION SCALE (EDS) IN

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

CORRECTIONS: THE PREDICTION OF CRIMINAL BEHAVIOR

Dr. W. O. Jenkins and W. Lee Sanford
October 1972

Report Descriptors: CORRECTIONS; TESTING; ENVIRONMENTAL DEPRIVATION SCALE (EDS); HANDBOOKS

NTIS PB223924/AS

THE MEASUREMENT AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM: THE ENVIRONMENTAL DEPRIVATION SCALE (EDS) AND THE MALADAPTIVE BEHAVIOR RECORD (MBR)

Dr. W. O. Jenkins and others
December 1972

Report Descriptors: CORRECTIONS; TESTING; MALADAPTIVE BEHAVIOR RECORD; ENVIRONMENTAL DEPRIVATION SCALE (EDS); HANDBOOKS

NTIS PB213738/AS

THE MALADAPTIVE BEHAVIOR RECORD (MBR): A SCALE FOR THE ANALYSIS AND PREDICTION OF COMMUNITY ADJUSTMENT AND RECIDIVISM OF OFFENDERS

Marlin Barton and Dr. W. O. Jenkins
January 1973

Report Descriptors: CORRECTIONS; TESTING; MALADAPTIVE BEHAVIOR RECORD; HANDBOOKS

NTIS PB222949/AS

EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS: PHASE III FINAL REPORT

Dr. John M. McKee
February 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES

NTIS PB220216/AS

CORRECTIONAL OFFICER TRAINING IN BEHAVIOR MODIFICATION: FINAL REPORT, 1970-1973

Robert R. Smith, Dr. W. O. Jenkins, and L. A. Hart
June 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; TECHNICAL TRAINING

NTIS PB222301/AS

A LONGITUDINAL FOLLOWUP INVESTIGATION OF THE POST-RELEASE BEHAVIOR OF PAROLED OR RELEASED OFFENDERS

Dr. W. O. Jenkins and others
February 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; LONGITUDINAL SURVEYS

PROGRESS REPORT ON PHASE IV: MARCH THROUGH JUNE 1973

Dr. John M. McKee
July 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES
ERIC ce001197

PHASE IV, INTERIM FINAL REPORT: THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS

Dr. John M. McKee
January 1974

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES

INDIVIDUALIZED READING INSTRUCTIONAL SYSTEM (IRIS)

Paul W. Cayton and Norma B. Brewer
August 1973

Report Descriptors: BASIC EDUCATION; TRAINING; INDIVIDUALIZED INSTRUCTION; HANDBOOKS; PROGRAMED INSTRUCTION; INSTRUCTIONAL MATERIALS

NTIS PB236431/AS

BEHAVIORAL INTERVIEW GUIDE (BIG)

A. D. Witherspoon, E. K. deValera, Dr. W. O. Jenkins, and W. Lee Sanford
December 1973

Report Descriptors: CORRECTIONS; COUNSELING AND GUIDANCE; HANDBOOKS

NTIS PB236205/AS

THE POST-PRISON ANALYSIS OF CRIMINAL BEHAVIOR AND LONGITUDINAL FOLLOWUP EVALUATION OF INSTITUTIONAL TREATMENT

Dr. W. O. Jenkins and others
February 1974

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES; TESTING

NTIS PB236413/AS

THE WEEKLY ACTIVITY RECORD (WAR): A MEASURE OF TIME ALLOCATION IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM

Dr. W. O. Jenkins and others
March 1974

Report Descriptors: CORRECTIONS; COUNSELING AND GUIDANCE; PREDICTION OF SUCCESS IN PROGRAMS

NTIS PB236268/AS

THE MALADAPTIVE BEHAVIOR RECORD (MBR): THE ROLE OF MALADAPTIVE REACTION PATTERNS IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM

Dr. W. O. Jenkins and others
April 1974

Report Descriptors: MALADAPTIVE BEHAVIOR RECORD; CORRECTIONS; TESTING

NTIS PB236213/AS

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

A SURVEY OF EX-OFFENDER EMPLOYMENT POLICIES IN AMERICAN CORRECTIONAL AGENCIES

Robert R. Smith, Larry F. Wood, and Dr. Michael A. Milan
May 1974

Report Descriptors: HIRING PRACTICES; CORRECTIONS

A SURVEY OF THE STUDY-RELEASE POLICIES OF AMERICAN CORRECTIONAL AGENCIES

Robert R. Smith, Dr. John M.McKee, and Dr. Michael A. Milan
May 1974

Report Descriptors: CORRECTIONS; EDUCATION

NTIS PB236618/AS

THE LAW ENCOUNTER SEVERITY SCALE (LESS): A CRITERION FOR CRIMINAL BEHAVIOR AND RECIDIVISM

A. D. Witherspoon, E. K. deValera, and Dr. W. O. Jenkins
August 1973

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT

NTIS PB236852/AS

THE ENVIRONMENTAL DEPRIVATION SCALE (EDS): THE ROLE OF ENVIRONMENTAL FACTORS IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM

Dr. W. O. Jenkins
May 1974

Report Descriptors: ENVIRONMENTAL DEPRIVATION SCALE (EDS); CORRECTIONS; ADJUSTMENT

CORRECTIONAL OFFICER TRAINING PACKAGE IN BEHAVIOR MODIFICATION: SEVENTEEN SELF-INSTRUCTIONAL BOOKLETS WITH INSTRUCTOR'S GUIDE

Robert R. Smith and Betty Chapman Pennington
November 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; COUNSELING AND GUIDANCE; REHABILITATION; HANDBOOKS; PROGRAMED INSTRUCTION

NTIS PB222301/AS

APPLIED BEHAVIOR ANALYSIS AND THE IMPRISONED ADULT FELON, PROJECT I: THE CELLBLOCK TOKEN ECONOMY

Dr. Michael A. Milan, Jerry G. Rogers, Larry F. Wood, Lee R. Hampton, Robert L. Williams and Dr. John M. McKee
October 1974

Report Descriptors: BEHAVIOR MODIFICATION; CORRECTIONS; EXPERIMENTAL MANPOWER LABORATORIES; INCENTIVES; REHABILITATION

NTIS PB236833/AS
Available from Rehabilitation Research Foundation, P.O. Box BV, University, Ala. 35486

2-132* EXPERIMENTAL RESEARCH AND INCOME MAINTENANCE PROJECT FOR EX-OFFENDERS

GEORGIA DEPARTMENT OF LABOR
ATLANTA, GA.

Bruce C. Atkins

Grant 20-13-75-46
Project still in progress

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT

The objective of this project is to test and study the effects that transitional financial aid to newly released ex-offenders, with and without job placement assistance, may have in contributing to their reentry into the labor force, reduction in rates of rearrest, and overall adjustment to life outside prison.

Attention is focusing on whether persons receiving weekly payments for stipulated periods equal in amount to the State's weekly unemployment compensation benefits will fare better in these matters than individuals not granted monetary assistance. Four questions in particular are being explored: (1) Does money work? (2) Does money work better over a longer period than over a shorter period? (3) What is the effect of alternative financial incentive and penalty systems on willingness to work? (4) Does job placement work?

The grantee has recruited into the project approximately 1,000 ex-offenders of virtually all types coming out of prison during a specified period. Randomly assigned, about half receive financial assistance -- some for 13 weeks, some for 26 weeks. The other half receive financial support, but some of them get job placement assistance. Another 1,000 persons are being followed solely by analysis of computerized data. Assistance payments are being distributed through the unemployment insurance system and will approximate weekly unemployment compensation benefits.

2-133* EXPERIMENTAL RESEARCH AND INCOME MAINTENANCE PROJECT FOR EX-OFFENDERS

OFFICE OF THE GOVERNOR OF TEXAS, CRIMINAL JUSTICE DIVISION
AUSTIN, TEX.

Ralph Jones

Grant 20-48-75-44
Project still in progress

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT

This project is being conducted simultaneously and in identical manner in both Texas and Georgia. For details of the project, see the Georgia description, grant 20-13-75-46.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

2-134* HANDBOOK FOR USE OF BASIC JOB SKILLS

SYNECTICS CORPORATION
ALLISON PARK, PA.

Sally J. Munger

Contract 20-42-74-19
Project still in progress

Descriptors: HANDICAPPED; RETARDED; HANDBOOKS; EMPLOYMENT OPPORTUNITIES; JOB ANALYSIS

The contractor has developed a handbook that attempts to show how occupational areas for the mentally retarded can be broadened.

The contractor has cross-matched aptitude patterns from the various test batteries with groups of jobs requiring only basic skills, as listed in the *Dictionary of Occupational Titles* (DOT) and its supplements. In addition, the contractor has, in cooperation with the Division of Occupational Analysis, U.S. Employment Service prepared a listing of selected jobs from the DOT. The contractor will also field test the handbook in selected public and private employment agencies, analyze the results, make revisions to the handbook, and prepare a technical report describing the development of the handbook, the research methodology, and outcomes involved in the study.

2-136 OPTIMIZING THE BENEFITS OF NEIGHBORHOOD YOUTH CORPS PROJECTS FOR SPANISH-SURNAME AND INDIAN RURAL YOUTH IN THE SOUTHWESTERN STATES

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Contract 41-2-002-27
Project completed fiscal year 1974

A SURVEY OF THE LITERATURE RELEVANT TO INDIAN RURAL YOUTH IN THE SOUTHWESTERN STATES

William J. Schneider, Nancye Belding, and Dr. Guy H. Miles
October 1972

Report Descriptors: RURAL AREAS; SOUTHWESTERN STATES; YOUTH; INDIANS; WORK-EXPERIENCE PROGRAMS; VOCATIONAL GUIDANCE; LITERATURE REVIEW

NTIS PB238044/AS

PERSPECTIVES OF ADJUSTMENT: RURAL NAVAJO AND PAPAGO YOUTH

Nancye Belding, Tamara L. Sparks and Dr. Guy H. Miles
March 1974

Report Descriptors: RURAL AREAS; YOUTH; INDIANS; SOUTHWESTERN STATES

NTIS PB238191/AS

AN ANALYSIS OF THE OCCUPATIONAL ADJUSTMENT OF SPANISH-SURNAME YOUTH FROM THE RURAL SOUTHWEST

William F. Henry and Dr. Guy H. Miles
September 1974

Report Descriptors: RURAL AREAS; YOUTH; SPANISH-SPEAKING AMERICANS; SOUTHWESTERN STATES

NTIS PB238597/AS

PERSPECTIVES OF ADJUSTMENT: RURAL CHICANO YOUTH

William F. Henry, Dr. Guy H. Miles
April 1974

Report Descriptors: RURAL AREAS; YOUTH; SPANISH-SPEAKING AMERICANS; SOUTHWESTERN STATES

NTIS PB238597/AS

AN EXPERIMENTAL PROGRAM FOR ETHNIC MINORITY YOUTH FROM THE RURAL SOUTHWEST

Dr. Guy H. Miles, William F. Henry
September 1974

Report Descriptors: RURAL AREAS; YOUTH; YOUTH PROGRAMS; INDIANS; SPANISH-SPEAKING AMERICANS; SOUTHWESTERN STATES

NTIS PB238598/AS

2-137 PROJECT VOLUNTEER POWER

PEOPLE-TO-PEOPLE COMMITTEE FOR THE HANDICAPPED
WASHINGTON, D.C.

Carl Sharek

Contract 82-11-71-23 and Agreement 82-11-72-23 with USIA
Project completed fiscal year 1976

Descriptors: VOLUNTEERS; HANDICAPPED; EMPLOYMENT OPPORTUNITIES; WOMEN; MEN

Project Volunteer Power was sponsored by the Women's Committee of the President's Committee on Employment of the Handicapped and contracted through the People to People Committee for the Handicapped. The 3-year research and demonstration project was carried out in the cities of Birmingham, Ala., Minneapolis, Minn. and Malden, Mass. to determine if and how volunteers could be mobilized, trained, and directed to increase job opportunities for the physically handicapped, mentally retarded, and mentally restored.

Local committees were organized in each city composed of a wide cross section of interested citizens from civic, church, educational, professional, medical, business, labor, and fraternal organizations; representatives of handicapped groups; and the public agencies serving them. Committee leadership was selected and volunteer offices established with which volunteers and handicapped could identify and through which agencies and prospective employers could have a point of contact.

In each city an analysis was made of the various employment services available to handicapped persons and their unmet needs. The local committees then developed local programs to supplement existing ones. These programs included a comprehensive survey to find out who the handicapped were, where they where located, and what unmet needs they faced; the removal of barriers and the prevention of new ones in construction of buildings and city streets; the education of prospective employers as well as the general public; training of the handicapped to show them how to emphasize their skills and abilities in interviews, following their progress once they had been placed and helping them over the day-to-day hurdles; assisting both the Vocational Rehabilitation Service and the employment service in various followup programs; seminars for architects, engineers, contractors, and financiers designed to call their attention to architectural barriers and ways to prevent them; seminars for employers to promote hiring of the job-ready handicapped person; and the seeking out of money-earning projects for the homebound.

Project Volunteer Power demonstrated that volunteers can be used effectively to aid the employment of the handicapped. The final report provides guidance for setting up similar volunteer efforts elsewhere and avoiding the pitfalls.
June 1975

NTIS PB237167/AS

2-138* Recipients of Federal Supplemental Benefits and Special Unemployment Assistance

MATHEMATICA, INC.
PRINCETON, N.J.

Alan Brewster

Contract 20-11-76-12
Project still in progress

Descriptors: DURATION OF UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT BENEFIT EXHAUSTEES; INCENTIVES; WELFARE RECIPIENTS; JOB SEARCH

In December 1974, as a result of the serious increase in unemployment, two temporary programs were established. The Federal Supplemental Benefits program provided a maximum of 26 additional weeks of unemployment insurance benefits to persons who had exhausted their regular and extended benefits. The Special Unemployment Assistance program provided benefits to persons who did not qualify for the regular unemployment insurance program.

The purpose of this study is to provide information about these two programs. Congress has asked for a report from the Secretary of Labor by January 1, 1977. The report will provide basic descriptive information on the participants of these two programs, the needs of these persons for job search assistance and further job training, and their eligibility for and participation in other income transfer programs.

In order to provide a nationwide survey of claimants for the two programs, the sample was drawn in a clustered manner from 15 States. Within each State, the sample of claimants was drawn from 10 local unemployment insurance offices. The primary method of data collection was personal interviews from the more than 12,000 persons in the final study sample.

Both programs were designed to be temporary measures that would remain in effect only during a period of unusually high unemployment. This study will help to guide policymakers concerned with questions relating to the appropriateness of extending unemployment benefits under periods of economic decline. It will help to identify who benefits from such programs, what the employment-related needs of these persons are, and what roles other types of transfer programs play for these persons.

2-139 The Role of Prison Industries Now and in the Future: A Planning Study

GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Herbert S. Miller, Institute of Criminal Law and Procedure

Grant 21-11-73-03
Project completed fiscal year 1976

Descriptors: PRISON INDUSTRIES; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS

Prison industries have been viewed as an important resource for delivering skill training to inmates and in developing good work habits that will help an inmate get and hold a job upon release. Correctional administrators and prison industry managers who have been surveyed indicated that they give these rehabilitative goals top priority for prison industries. These goals, however, are at odds with the characteristics of prison industries as they operate today. Prison industries currently—whether from lack of adequate funding, legal restrictions, administrative expediency, or a combination of these reasons—are characterized by: (1) Production for limited markets, (2) use of outdated equipment, (3) labor-intensiveness, (4) low-skill jobs, (5) short days and over-assignment, (6) lack of competition for jobs, (7) poor management, and (8) low pay for inmates. All of these conditions dysfunctional for rehabilitation and the development of positive manpower competencies—good work habits and skill training.

In this study [illegible] prison industries, problems in overcoming these deficiences are discussed and alternative ideas for meeting them are examined. Definitive answers are not given, but the nature of the various dilemmas is delineated.

Recommendations include: (1) A suggestion that corrections departments forge new cooperative relationships with private industry and labor unions; (2) the abolition of laws restricting marketing and production by prison industries; and (3) the establishment of a National Commission on Prison Industry Standards, Administration, and Marketing, either independently or with the U.S. Department of Labor and the U.S. Department of Commerce.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Herbert S. Miller, Virginia A. McArthur, and M. Robert Montilla
August 1975

NTIS PB246261/AS

2-140 Shared Decisionmaking as a Treatment Tool in Prison Management

THE MURTON FOUNDATION FOR CRIMINAL JUSTICE, INC.
MINNEAPOLIS, MINN.

Grant 21-27-74-29
Project completed fiscal year 1975

Dr. Thomas O. Murton
March 1975
January 1974

Report Descriptors: CORRECTIONS; WOMEN; MEN; ORGANIZATIONAL STRUCTURE; SUPERVISION; WORKER PARTICIPATION IN MANAGEMENT; METHODOLOGY; ASSESSMENT AND EVALUATION; EFFECTIVENESS OF PROGRAMS

NTIS PB240883/AS

2-141* Study of Effects on Ex-Prisoners of Financial Aid and Employment Assistance Programs Designed to Facilitate Post-Release Adjustment

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Dr. Kenneth J. Lenihan

Contract 82-11-71-45
Project still in progress

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT; MARYLAND, BALTIMORE

This study attempted to determine whether ex-prisoners would be less prone to commit further crimes if they had some financial support immediately after release from incarceration.

More specifically, the experimental project assessed the impact of financial aid and job placement services in reducing recidivism and/or enhancing subsequent employment among ex-prisoners.

432 ex-prisoners were recruited for the project and randomly assigned to one of four groups as follows: (1) Subjects receiving both financial aid and employment assistance; (2) subjects receiving financial aid only; (3) subjects receiving employment assistance only; and (4) a control group of subjects not receiving any services. The subjects were interviewed monthly for a period of 1 year after release with respect to job search, employment patterns, illegal activities, expenditures, and social relations. Preliminary results indicate that persons receiving transitional financial aid had a 27-percent lower rearrest rate and a 15-percent higher employment rate than those individuals not receiving such assistance.

A final report is expected in fiscal year 1977.

2-142 A Survey of Vocational Training in Federal and State Correctional Institutions

BATTELLE MEMORIAL INSTITUTE
COLUMBUS, OHIO

Dr. Girard W. Levy

Contract 89-39-72-01
Project completed fiscal year 1976

Descriptors: CORRECTIONS; WOMEN; MEN; VOCATIONAL TRAINING

The study involved a survey of correctional institutions for male and female, adult and juvenile offenders in the United States. Formal vocational training programs, prison industries, and maintenance and service assignments were evaluated for their potential for vocational preparation. Specific information was sought on training goals, programs, practices, numbers participating, staff, and supportive services. Mail questionnaires were sent to all institutions, and site visits were made to 77 institutions. During the site visits, 306 inmates about to be released or paroled were interviewed.

Information was obtained from approximately 70 percent of all institutions. The most significant findings were presented in terms of the need for vocational preparation, the potential currently available, and the weaknesses disclosed. The mail survey results and site-visit interviews established that vocational preparation in correctional institutions is generally inadequate.

The researchers observed that: (1) There was an apparent lack of relationship of job training to individual and local job market needs. (2) Only half of the directors of vocational training programs regarded as important the development of job skills to enable an inmate to obtain employment upon release. (3) Less than half of the inmates who participated in training said that the job waiting for them was related to the training they received in prison. (4) The wardens estimated that 70 percent of the inmates needed to acquire job skills in order to obtain steady outside employment. They also estimated that only 34 percent were likely to acquire sufficient job skills during their stay. (5) Only 4 percent of the inmates participated in work release programs, and only an additional one-half of 1 percent participated in job training programs conducted outside prison. (6) Prisons with job training programs spent, on the average, less than 7 percent of their total budget on vocational training.

VOCATIONAL PREPARATION IN U.S. CORRECTIONAL INSTITUTIONS: A 1972 SURVEY

Girard W. Levy, Robert A. Abram, and Diane La Dow
December 1975

Report Descriptors: CORRECTIONS; VOCATIONAL TRAINING; REHABILITATION; TRAINING PRACTICES

NTIS PB248950/AS

2-143 UTILIZATION OF FINDINGS ON OFFENDER EMPLOYMENT RESTRICTIONS

AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

James Hunt

Contract 82-11-72-02
Project completed fiscal year 1976

Descriptors: CORRECTIONS; EMPLOYMENT POLICY; DISCRIMINATION; OCCUPATIONAL LICENSING; OFFENDER EMPLOYMENT RESTRICTION LAWS

The principal objective of this project was to develop a program to help remove formal barriers to the employment of ex-offenders.

The contractor: (1) Collected pertinent studies, monographs, findings, and results of analyses by the Department of Labor and other organizations and agencies; (2) synthesized and packaged these materials; and (3) developed suggested solutions designed to remove unreasonable barriers to offender employment.

Changes in the laws restricting public employment and/or occupational licensing of ex-offenders were effected in 18 States during the life of the project and with material assistance from it. The contractor was also instrumental in furthering similar bills pending in other States. The project demonstrated further that legislators and employers are amenable to removing arbitrary employment barriers for ex-offenders.

LAWS, LICENSES, AND THE OFFENDER'S RIGHT TO WORK: A STUDY OF STATE LAWS RESTRICTING THE OCCUPATIONAL LICENSING OF FORMER OFFENDERS, INCLUDING A MODEL STATUTE AND ANALYSIS
June 1973

Report Descriptors: CORRECTIONS; EMPLOYMENT POLICY; OCCUPATIONAL LICENSING; OFFENDER EMPLOYMENT RESTRICTION LAWS; HANDBOOKSPB241906/AS
Available from National Clearinghouse on Offender Employment Restrictions 1800 M St., NW., Washington, D.C. 20036.

REMOVING OFFENDER EMPLOYMENT RESTRICTIONS: A HANDBOOK ON REMEDIAL LEGISLATION AND OTHER TECHNIQUES FOR ALLEVIATING FORMAL EMPLOYMENT RESTRICTIONS CONFRONTING EX-OFFENDERS
March 1973

Report Descriptors: CORRECTIONS; EMPLOYMENT POLICY; OCCUPATIONAL LICENSING; OFFENDER EMPLOYMENT RESTRICTION LAWS; HANDBOOKS

NTIS PB242102/AS
Available from National Clearinghouse on Offender Employment Restrictions, 1800 M St., NW., Washington, D.C. 20036.

CONSTITUTIONAL CHALLENGES TO EMPLOYMENT DISABILITY STATUTES

Robert Plotkin
October 1974

Report Descriptors: CORRECTIONS; EMPLOYMENT POLICY; DISCRIMINATION; OFFENDER EMPLOYMENT RESTRICTION LAWS; DISTRICT OF COLUMBIA; HANDBOOKS

NTIS PB242052/AS
National Clearinghouse on Offender Employment Restrictions, Washington, D.C. 20036

GUIDE TO LEGISLATIVE ACTION

James W. Hunt and James E. Bowers
January 1975

Report Descriptors: CORRECTIONS; EMPLOYMENT POLICY; DISCRIMINATION; OFFENDER EMPLOYMENT RESTRICTION LAWS; DISTRICT OF COLUMBIA; HANDBOOKS

NTIS PB241899/AS
National Clearinghouse on Offender Employment Restrictions, 1800 M Street NW., Washington, D.C. 20036

2-144 WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICES (WAGEES)

HEALTH AND WELFARE PLANNING COUNCIL OF MEMPHIS AND SHELBY COUNTY
MEMPHIS, TENN.

Contract 88-47-72-02
Project completed fiscal year 1975

Leathia S. Thomas
June 1974

Report Descriptors: WOMEN; YOUNG WOMEN; UNDEREMPLOYMENT; JOB PLACEMENT; VOLUNTEERS; LABOR MARKET INFORMATION; TENNESSEE, MEMPHIS

NTIS PB237317/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

3. THE LABOR MARKET

3A. LABOR FORCE, LABOR MARKET, LABOR DEMAND — GENERAL

3-001* AN ANALYSIS OF OCCUPATIONAL MOBILITY THROUGH USE OF LONGITUDINAL SURVEYS DATA WITH A SUPPLEMENTARY ANALYSIS OF RESPONSE VARIABILITY

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Ann R. Miller, Population Studies Center

Grant 21-42-73-05
Project still in progress

Descriptors: BLUE-COLLAR WORKERS; WHITE-COLLAR OCCUPATIONS; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; NATIONAL LONGITUDINAL SURVEYS; CAREER PATTERNS; MEN; WOMEN; YOUNG MEN; YOUNG WOMEN

An analytical study of occupational mobility is being made, emphasizing: (1) The relationship between mobility and changes in the occupational structure of employment and (2) the paths by which individuals move into specific occupations.

The study involves an analysis of data collected from four population groups covered by the National Longitudinal Surveys of labor force behavior.

3-002 DEMOGRAPHIC TRENDS, LABOR FORCE CHANGES, AND THE ECONOMY

NATIONAL COMMISION FOR MANPOWER POLICY
WASHINGTON, D.C.

Robert Hall, Director, NCMP

Contract A-20-11-76-11
Project completed fiscal year 1976

Descriptors: POPULATION; LABOR FORCE; UNEMPLOYED; MINORITIES; MANPOWER POLICY; CONFERENCES

The National Commission for Manpower Policy (NCMP) has commissioned three papers in the fields of demographic and labor force changes, and arranged for them to be presented at three regional conferences to be held in September and October 1976 on "Directions for National Manpower Policy." The papers will be on three topics: "The Impact of Changing Demographic Characteristics of the Population on the Labor Force and the Unemployment Rate," "The Level and Composition of the Unemployed," and "Future Trends of Labor Force Participation Rates and Selected Minority Groups."

3-003* DEMONSTRATION PROJECT TO DERIVE MANPOWER IMPLICATIONS FROM ECONOMETRIC MODELS OF THE LABOR MARKET AND TO EXPLORE THE METHODOLOGY OF LONGITUDINAL DATA ON LABOR MARKET EXPERIENCE

BROOKLYN COLLEGE, CUNY
BROOKLYN, N.Y.

Robert S. Gay

Grant 21-36-76-01
Project still in progress

Descriptors: ECONOMIC FORECASTING; IMPACT OF MANPOWER POLICIES; COMPREHENSIVE MANPOWER PLANNING; LABOR MARKET INFORMATION; ECONOMIC ANALYSIS AND ECONOMETRICS; PREDICTION OF SUCCESS IN PROGRAMS; ASSESSMENT OF TRAINEES AND EVALUATION

There are two distinct parts to this project. in the first part, the principal investigator will examine econometric methodologies for forecasting labor demand and supply in local labor markets. Basically, the research is an initial attempt to develop local forecasting models that provide cyclically responsive mid-term (1-3 years) projections of the employment needs of industry and government and are capable of simulating the economic impact on the local labor market of alternative public policy options. The project should result in a proposed methodology to meet these needs, which can be empirically estimated using available local data. In addition, the researcher will remark on the role of such models in a comprehensive labor market information system.

The second part of the project will examine longitudinal data on trainees in four manpower programs—MDTA, JOBS, Job Corps, and Neighborhood Youth Corps. The purpose of this project is to identify short-term indicators of longrun success from manpower training programs. It is hoped that postprogram, labor market variables can be found that are reliable correlates of subsequent earnings gains from program participation. Such indicators could substantially improve current practices for evaluating training programs and for allocating training resources at the local level.

3-004 THE EMERGENCE OF A SERVICE SOCIETY: DEMOGRAPHIC AND SOCIOLOGICAL ASPECTS OF THE SECTORAL TRANSFORMATION OF THE LABOR FORCE IN THE UNITED STATES

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. Harley L. Browning, The Population Research Center, and Dr. Joachim Singelmann, Vanderbilt University

Grant 21-48-73-45
Project completed fiscal year 1976

Descriptors: WOMEN; SOCIAL STRUCTURE; LABOR FORCE BEHAVIOR; LABOR MARKET INFORMATION; OCCUPATIONAL MOBILITY; TURNOVER; SERVICE INDUSTRIES; MINORITIES; OCCUPATIONAL STRUCTURE; AGE DIFFERENCES

Under this grant, the researchers have developed a classification system breaking down the heterogeneous service industry into four sectors—distributive, producer, social, and personal services. The analysis indicates that, while the absolute and relative growth of the service industry is a long-term phenomenon, producer and social services accelerated primarily after World War II. The study also found that changes in the industrial composition of the labor force resulted not so much from individual workers shifting from jobs in one industry to another as from new workers entering growth industries and not fully replacing retiring workers in declining industries. Such industry shifts have had an important effect on the changing occupational composition of the labor force between 1960 and 1970 and have generally improved the work status of women, blacks, and Mexican Americans.
December 1975

3-005* Manpower Resources and Employment Expansion: A Series of Related National and Metropolitan Studies

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Eli Ginzberg, Director, Conservation of Human Resources Project

Grant 21-36-76-18 (formerly Grants 21-36-73-51, 21-36-73-04, 21-36-75-20, and Contract 81-36-71-01)
Project still in progress

The primary objective of this project is to probe the changing structure and functioning of American society to determine the different ways in which the development and use of the Nation's human resources affect the level of social well-being and economic output.

Over 37 intensive studies of manpower problems have been or are being undertaken, utilizing economic and related analysis on the micro and macro levels. Individual studies recently completed or still in process are described below.

3-005A* Labor Market: Segments and Shelters

Descriptors: INDUSTRIAL MOBILITY; LOW INCOME; RACIAL DISCRIMINATION; JOB STRUCTURE; ELITE OCCUPATIONS; UNEMPLOYMENT INSURANCE; OCCUPATIONAL LICENSING; UPGRADING; OCCUPATIONAL MOBILITY; UNIONS; POVERTY; GHETTO RESIDENTS

This study provided an overview of the job structure of the entire American economy as of 1970 by arranging the jobs in a new occupational-industrial matrix and ranking them in terms of average annual earnings.

The study indicated that about 36 percent of the 70 million civilian labor force in 1970 had good jobs characterized by stability, security of employment, and above-average earnings. These included all managerial positions, 62 percent of all sales jobs, 62 percent of all craftworker positions, 53 percent of all semiprofessional and technical jobs, and 46 percent of all professional positions. These jobs are sheltered from competition by such factors as credentials, licenses, unions, and civil regulations; and these sheltering mechanisms produce segmentation of the labor market. For example, licensing and accrediting bodies create geographical as well as occupational barriers to employment through local and State regulations. They control job entry and limit the performance of specified activities to workers meeting specified standards. Moreover, the expansion of licensing into nonprofessional fields has been fueled by a parallel fragmentation on training. In the allied health occupations, formal preemployment training is often a prerequisite for entry as well as for membership in accredited or licensed groups. As public policy encourages the spread of preemployment training in junior colleges and technical institutes, the result is likely to be increased occupational distinctiveness and more attempts at licensing.

Unions are the most important protective device among nonprofessional workers. They formalize and, in some cases, even create claims to jobs and, in doing so, serve to insulate employed members against the adverse effects of inflation on the competition of the unemployed. Unions afford more protection where their influence extends to a well-defined market, and sometimes they make possible a trade off between annual hours, work, and wage rates; in the union sector of the construction industry, for example, high hourly rates for craft workers have the potential for overcoming the effects of seasonality on yearly income.

The remaining and less desirable jobs, which constitute a majority of all jobs (some 64 percent), were less stable, with many having various combination of hours and weeks worked. Some of these jobs could be characterized as casual labor, with most of them either intermittent or part time, and providing low annual earnings. This segment of the labor market is disproportionately populated by women, minority groups, and youth. A typical American family now includes two wage earners—the husband in a sheltered position and the wife in a more competitive lower earning job.

The findings emphasize the need for continued effort to establish a national incomes policy. Specific recommendations are: (1) Strengthening and equalizing basic social welfare for all workers; (2) regulatizing employment in highly seasonal industries, such as construction; (3) minimizing abuses inherent in employment shelters, such as irrelevant provisions in licensing legislation, discriminatory selection and testing devices, and other discriminatory practices; and (4) making public policies more effective in reconciling the needs of women who wish both to work and rear a family.

MANPOWER RESOURCE AND EMPLOYMENT EXPANSION: A SERIES OF RELATED NATIONAL AND METROPOLITAN STUDIES

Marcia K. Freedman, assisted by Gretchen Maclachlan
August 1976

Report Descriptors: INDUSTRIAL MOBILITY; LOW INCOME; RACIAL DISCRIMINATION; JOB STRUCTURE; ELITE OCCUPATIONS; OCCUPATIONAL LICENSING; UPGRADING; UNIONS; POVERTY

Allanheld, Osmun and Company, Publishers, Inc., 19 Brunswick Road, Montclair, N.J. 07042

3-005B* BRIDGES TO WORK FOR YOUNG PEOPLE

Descriptors: COUNSELING AND GUIDANCE; CAREER GOALS; YOUTH; VOCATIONAL GUIDANCE; ORIENTATION; LABOR DEMAND; SERVICE DELIVERY SYSTEMS; JOB PLACEMENT; TRANSITION FROM SCHOOL TO WORK; EUROPE; JAPAN; CANADA

Drawing chiefly on the experience of the United States, Canada, Western Europe, and Japan, this comparative study seeks to determine the ways in which various countries view the problems of transition from school to work and to examine the role of the intermediary services in facilitating this transition. Intermediary services are concerned with information and orientation to educational and occupational futures, guidance and counseling, job placement, induction to work, and followup of young workers.

This study is exploring in depth the overall organizational structure each of the countries has adopted to deliver intermediary service, as well as the inputs in the production of the service, the quantity and quality of inputs, and the outcomes. Recommendations for the United States will be developed from the experiences of the various countries in the utilization of their intermediary services.

3-005C* THE INTERFACE OF WORK AND WELFARE

Descriptors: WELFARE PROGRAMS; EMPLOYMENT PATTERNS; MIGRANTS; POVERTY; LABOR MARKET BEHAVIOR; WELFARE RECIPIENTS; LOW-WAGE INDUSTRIES

The objective of this study was to assess the extent and nature of interchange between employment and welfare, the impact of structural changes in the labor market and the welfare system, and the potential of recipients for employment and self-support.

A sample of 1,700 welfare cases in New York City's welfare programs were analyzed for data relating to their labor force experience and dependency history.

Findings indicate: (1) There is no single welfare population, but a number of subpopulations differentiated by demographic characteristics and and employability. To assist them in making a more effective economic and social adjustment, public policy must be sensitive to the needs of each subgroup. (2) The overwhelming majority of the recipients are migrants who came to New York as adults and struggled for several years to achieve self-support. Most turned to welfare because of ill health or other nonjob-related problems, and once they began to receive assistance, few were able to leave the rolls because they had found employment. (3) Intermittent reliance on public assistance between periods of employment was rare; less than 5 percent of the males and even fewer females fell into this pattern. (4) Age is the major determinant for the work status of men, but not for that of women, for whom ethnicity is the crucial factor. A disproportionate share of men neither working or looking for work are over the age of 45, and their nonparticipation is due to multiple causes, including discouragement and the presence of problems such as a health impairment. (5) Attachment of the welfare population to the labor force was limited and peripheral. Over 68 percent of all recipients not currently employed had a total of less than 6 months documented work experience during the 4 years preceding the survey. These were preponderantly women—about 80 percent of all nonworking women were in this category. (6) At the time of the sample, 58 percent of the men—but only about 15 percent of the women—were reported to be either working or looking for work. Blue-collar jobs in manufacturing and a variety of unskilled jobs provided the major source of employment for those who had worked. (7) Differences in the distribution of prior industrial and occupational experiences and frequency of current employment may indicate specific barriers to the absorption of migrants into the section of the local economy which provides adequate wage levels and employment security.

POLICY STUDIES IN EMPLOYMENT AND WELFARE, NUMBER 21

Miriam Ostow and Anna B. Dieka
1975

Report Descriptors: WELFARE PROGRAMS; EMPLOYMENT PATTERNS; MIGRANTS; POVERTY; LABOR MARKET BEHAVIOR; LOW-WAGE INDUSTRIES; NEW YORK, NEW YORK

Johns Hopkins University Press, Baltimore, Maryland

3-005D* HIGH LEVEL MANPOWER AND TECHNOLOGICAL CHANGE IN THE STEEL INDUSTRY

Dale L. Hiestand
June 1974

Report Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; EMPLOYER MANPOWER PLANNING; JOB RESTRUCTURING; CORPORATIONS; TRAINING INCENTIVES; CAREER PATTERNS; COST EFFECTIVENESS; STEEL INDUSTRY

Praeger Publishers, New York, N.Y.

3-005E* GETTING AND KEEPING A JOB: PROBLEMS OF YOUNG PUERTO RICANS AND OLDER BLACKS IN THE NEW YORK CITY LABOR MARKET

Descriptors: MINORITIES; ALIENATION; DISADVANTAGED; OLDER WORKERS; AGING; PUERTO RICANS; BLACKS; DISCRIMINATION; LABOR MARKET BEHAVIOR; INNER-CITY RESIDENTS; YOUTH; URBAN PROBLEMS; NEW YORK, NEW YORK

This study consists of two parts: the first explores developments among young Puerto Ricans who are seeking access to occupations and careers but who must surmount difficult barriers to make their attachment to the labor market satisfactory; the second part, dealing with older black men and women in the metropolitan area, focuses on the interrelations among problems of housing,

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

health, transportation, employment experience, and the aging process.

The study is based upon intensive interviews with young Puerto Ricans (male and female) and older black men and women. Among the Puerto Ricans, two different panels of respondents are being questioned: those who appear to be initiating gainful careers and those whose experiences in the labor market make it difficult for them to find satisfying work. Among the older blacks, the interviews deal with those in the inner city where there has been a marked outmigration of industry, particularly firms that had been major employers of black men and women.

Preliminary findings are currently available only for the part of the study relating to blacks. The data suggest that, when older blacks with a relatively strong attachment to unskilled, low-wage jobs cannot follow their employers who relocate, they develop a feeling of abandonment. As services, particularly public services, deteriorate in black neighborhoods, the aging residents withdraw to the relative security of their homes. This isolation restricts their already limited access to channels, both formal and informal, of labor market information. It also affects their access to a wide range of available public assistance programs because they are either unaware of such programs or are doubtful of their right to use them.

3-005F* The Advanced Service Metropolis

Descriptors: SERVICE INDUSTRIES; METROPOLITAN AREAS; EMPLOYMENT OPPORTUNITIES; LABOR MARKET AREAS; PROFESSIONALS

This study aims to examine the role that professional and producer services (PPS)—financial, legal, consulting, advertising, and marketing—play in job creation. It will analyze the dynamics of large metropolitan areas with respect to the development of the PPS and evaluate the mutual dependence between workers with professional skills and conventional service workers whose jobs require less training.

A wide variety of data resources are being identified and a methodology is being developed to explore geographical concentration, patterns of agglomeration, characteristics of professional and producer service firms and markets, the hierarchical structuring of a national system of service metropolises, and the effect of such activities on the structure and growth of metropolitan labor markets.

3-005G* The Human Economy: A Theory of Manpower Development and Utilization

Descriptors: HUMAN RESOURCES; LABOR SUPPLY; MANPOWER ECONOMICS; LABOR MARKET BEHAVIOR; TRAINING EFFECTIVENESS AND IMPACT; SERVICE DELIVERY SYSTEMS; HUMAN RESOURCE DEVELOPMENT POLICY; LABOR MARKET INFORMATION; LABOR DEMAND

This study treats the economy of a country in terms of its human resources, i.e., the skills and competences of its people, and explains how an expansion of skills determines the standard of living. Moreover, the rate at which skills expand is governed by that country's social values, political cohesiveness, economic organization, and human resource capabilities.

The study is divided into five sections. The first section focuses upon human resource approach to economic and societal goals. It contends that although men devote a great deal of time and energy to economic pursuits, only a framework that makes room for the values and objectives that underlie their behavior, a system of government which enables them to live together and pursue common goals, and an educational system which provides for skill acquisition, can encapsulate the many ramifications of men's behavior which transcend their pursuit of material good.

The second section stresses specific institutions that determine the development of manpower—the family, the church, the schools, the military, and employing institutions. This section also explains class structure and the distribution of income.

The third section deals with manpower utilization and analyzes the factors that determine the level of employment and income-earning opportunities that a society provides for its members and the forces that control changes in these opportunities. This section also illuminates the extent to which employment and manpower utilization, based in the first instance on the capabilities of the economy, is also influenced by the value structure, government, and manpower development institutions.

The fourth section focuses on the manpower strategies pursued by employer organizations and their counterpart, the trade unions. This section analyzes how large organizations procure the trained manpower needed to realize their goals, the objectives of middle management and workers who seek a career with a large organization, and conflicts that arise between the organizations' goals and the employees' goals, and how they are compromised.

The last section develops a conceptional foundation for manpower policy. The broadening of options is presented as the guiding principle of human resource development. This implies that both individuals and societies are in a better position when the range of their goals is extended beyond those previously available to them and, further, that enlarged horizons will enable both to make greater use of their potential. The broadening of options does not imply that people or nations will necessarily utilize their enlarged range of opportunities to achieve more satisfactory existences; it merely postulates that an enlargement in the range of their choices would lead to desirable outcomes.

MANPOWER RESOURCES AND EMPLOYMENT EXPANSION: A SERIES OF RELATED NATIONAL AND METROPOLITAN STUDIES

THE HUMAN ECONOMY
Eli Ginzberg
May 1976
McGraw Hill Book Company, N.Y., N.Y.

3-005H* Work and Values

Descriptors: LABOR FORCE BEHAVIOR; INDUSTRIAL RELATIONS; WORK ATTITUDES; INDUSTRY PRACTICES;

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

ARBITRATION; WORK ETHIC; EDUCATION EFFECT ON CAREER PATTERNS; WORK ROLES

This study seeks to identify the extent to which the place of work and attitudes toward work in the lives of Americans have changed over the past 30 years and the reasons these changes have taken place.

A substantial amount of primary and secondary information is being critically examined and analyzed. Among the data under examination are those bearing upon management decisions and the bases for them, arbitration awards relating to managers' actual use of their prerogatives, and survey materials on the ever-mounting levels of educational achievements of the work force.

Tentative findings suggest that shifts in the role of work are changes in degree rather than in kind and that many of the vexing problems facing managers are attributable less to revisions in the commitments of employees than to forces bearing upon the production and distribution of goods and services.

3-005I* The Growth of Service Employment

Descriptors: SERVICE INDUSTRIES; LABOR DEMAND; EMPLOYMENT OPPORTUNITIES; OCCUPATIONAL STRUCTURE; MICROLEVEL ANALYSIS; ECONOMIC ANALYSIS AND ECONOMETRICS

This study seeks to conceptualize the nature of service employment in the context of overall urban employment growth. Services that are exported by cities or are associated with the city's export sector will be distinguished from those that provide for the needs of the city's residents. Such a distinction makes it possible to assess the role of services in a city's growth. Residentiary services employment will be examined to determine its relationship to the growth in population. Export-related services will be scrutinized for their relationship to the special dynamics of the city's export base. Employment data are drawn largely from Census of Population sources and from social security continuous work history files.

3-005J* Metropolitan Labor Markets: Comparative Analyses

Descriptors: METROPOLITAN AREAS; LABOR MARKET BEHAVIOR; DUAL LABOR MARKETS; JOB STRUCTURE; UNION ATTITUDES; LABOR MARKET INFORMATION, INDUSTRY PRACTICES; NEW YORK, NEW YORK; ILLINOIS, CHICAGO; CALIFORNIA, LOS ANGELES; TEXAS, HOUSTON; GEORGIA, ATLANTA

This study seeks to identify the extent to which the labor markets of a limited number of metropolitan areas are distinctive and to develop a composite view of individual labor markets and of metropolitan labor markets as a whole. It is anticipated that this study will help develop a better taxonomy of urban labor markets and guidelines for better manpower planning as well as insights for the reaggregation of urban and suburban labor markets into a larger concept of metropolitan and national labor markets.

The study focuses on New York, Chicago, Los Angeles, Houston, and Atlanta, covering the structural characteristics of each as of 1970; changes in these characteristics during the recent past; the differences and similarities in labor market processes; and the subjective tone of the labor market in terms of group relations, community attitudes toward different worker groups, employer and union policies and practices, and the political climate. Racial and ethnic factors, the white-collar and service sectors, and the points of view of employers and workers are being examined.

3-005K* Management Effectiveness and Manpower Utilization in Local Government

Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR; EMPLOYER MANPOWER PRACTICES AND POLICIES; MANAGEMENT EFFECTIVENESS; STATE AND LOCAL GOVERNMENTS; MANPOWER UTILIZATION

Employment in local governments has grown rapidly in recent years, but during the past several years, serious questions have been raised concerning their fiscal management abilities—particularly over social and economic programs. The near default of New York City and the potential for such difficulty in other large cities has intensified the search for measures of effective management and ways to provide the necessary public services without imposing undue burdens on taxpayers.

This study—one of the first of its kind—will develop measures of management effectiveness, and relate these measures to specific manpower utilization practices. Management effectiveness will be treated as a variable dependent upon three sets of independent variables: (1) Manpower utilization practices (including manning patterns, personnel, and labor relations practices), (2) compensation policies, and (3) the structural characteristics of the local government under review.

Methodologically, the study will focus on the development of indicators of management effectiveness in a selected sample of local governments. This will include field research to obtain primary data from direct observation of local government operations in each of the services under examination. The relationship between managerial effectiveness and the independent variables will be examined on both a qualitative and quantitative basis. The relationships proving to be the most significant will be further validated in an examination of a larger sample of local governments. Such a large-scale investigation permits the building of higher order generalizations about management effectiveness in local public services and specific measures of relationships in overall government policies.

This research will aid in decisions relating to allocations of resources in the public sector and the ways in which governments utilize, pay, and more generally, manage their labor forces and services.

3-005L* Suburbanization and the City: The Metropolitan Labor Market

Descriptors: METROPOLITAN AREAS; SUBURBAN LABOR MARKETS; SERVICE INDUSTRIES; WOMEN; WHITE-COLLAR OCCUPATIONS; LABOR FORCE BEHAVIOR; TRANSITION TO WORK; INNER-CITY RESIDENTS; AGE DIFFERENCES; BLACKS; EMPLOYMENT OPPORTUNITIES

This study describes and conceptualizes employment expansion in areas contiguous to central cities and analyzes its labor market implications. Since World War

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

II, large numbers of central-city populations have flowed to adjacent suburbs because of industrial shifts, particularly in manufacturing, headquarters activities, and residential services. This situation has created several long-range problems for both central city and the suburbs in their process of growth and development.

The study uses secondary data and interviews to examine patterns of suburbanization in 10 metropolitan areas of different types and sizes. Included in the source data is part of the Social Security Administration's Continuous Work History Sample for purposes of describing the flows in and out of the work force under varying conditions of growth, the industries to which young people move, the sex and age composition of the work force, and relative change in earnings. In addition, census data (both 1960 and 1970) are used to indicate certain social and economic characteristics of the cities and suburbs, relative wage levels, and the size of establishments in various industrial classifications.

The study indicated that the suburb depends upon the city for its well-being; for example, about 67 percent of the income of the suburbanites is generated directly and indirectly by earnings in the city. Today, and most probably tomorrow, the suburbs are not close to the economic self-sufficiency. On the other hand, the suburbs drain the city and produce an inherently unstable situation. The tax dollars of suburbanites with high-paying jobs in the city benefit their place of residence, while the city must cover the cost of the needs of a large number of dependent people. The inequity of the social burdens between suburb and city, reinforced by tax burdens, has weakened the city to a point where its future economic viability is in question.

Although cities differ in industrial composition of employment, adjacent suburbs tend to take on this industrial coloration, suburbs are still basically different. Suburbs have larger manufacturing sectors, larger consumer-service sectors, and more construction employment than cities, but smaller business-service sectors. In recent years, total employment has grown more slowly in cities than in suburbs, and in some instances, it has declined. Suburbs tend to have a larger percentage of small establishments in most industrial categories, a smaller proportion of medium-sized establishments, but a larger proportion of very large manufacturing establishments.

Business services and office activity generally support the cities; virtually all job increases between 1960 and 1970 (90 percent on the average) have been in white-collar employment, with virtually two-thirds of the growth accounted for by women. Suburban economies, largely because of industrial composition, employ fewer women than corresponding city economies. The suburban work force includes a large number of young people under 25 and middle-aged women (a large secondary labor market that performs consumer-oriented activities). Except in manufacturing, salaries are lower and employment is less stable in the suburbs than in the cities. Few entry level jobs in the suburbs are available to young blacks. Also, the tendency for firms to locate in industrial parks, shopping centers, and office parks in many cases prevents low-income city workers from gaining access to employment there.

For both the city and the suburb to grow, top priority must be given to determining the nature of their economic activities and framing policies to assure continued viability. The high level of interdependence between the two makes it essential to plan and act on a metropolitanwide basis to the greatest possible extent.

SURBANIZATION AND THE CITY
Thomas M. Stanback, Jr. and Richard Knight
August 1976
Allanheld, Osmun and Co., 19 Brunswick Road, Montclair, N.J. 07042

3-005M* Desegregation and Career Goals: Children of Air Force Families

Alice Yohalem and Quentin B. Ridgeley
April 1974

Report Descriptors: CAREER GOALS; ARMED FORCES; EDUCATIONAL ASPIRATIONS; OCCUPATIONAL MOBILITY; MOTIVATION; DESEGRAGATION; BLACK/WHITE; EDUCATIONAL ATTAINMENT
Praeger Publishers, New York, N.Y.

3-005N* Upgrading Blue-Collar and Service Workers

Descriptors: UPGRADING; BLUE-COLLAR WORKERS; OCCUPATIONAL MOBILITY; SERVICE INDUSTRIES; OCCUPATIONAL STRUCTURE; APPAREL INDUSTRY; HEALTH MANPOWER; TRANSFERABILITY OF SKILLS; CONSTRUCTION INDUSTRY; DISCRIMINATION

Charles Brecher
1972

Report Descriptors: UPGRADING; BLUE-COLLAR WORKERS; SERVICE INDUSTRIES; OCCUPATIONAL STRUCTURE; TRANSFERABILITY OF SKILLS; DISCRIMINATION; OCCUPATIONAL MOBILITY; CONSTRUCTION INDUSTRY; APPAREL INDUSTRY; HEALTH MANPOWER

NTIS PB214814/AS
The Johns Hopkins University Press, 1972.

3-005O* The Youth Labor Market: International Variations

Descriptors: YOUTH; UNEMPLOYMENT; LABOR MARKET BEHAVIOR; LABOR FORCE PARTICIPATION; SERVICE DELIVERY SYSTEMS; EMPLOYER ATTITUDES; OCCUPATIONAL STRUCTURE; EUROPE; JAPAN; CANADA

In view of the generally lower youth unemployment rates in other countries, this study analyzes international variations in jobless rates to determine factors that contribute to differences and similarities in the labor market position of youth.

The study covers 17 countries—the United States, Canada, Japan, and 14 European countries—using published data supplemented by research on employers' opinions and practices. These data include demographic trends, labor force participation rates, industrial and occupational structures, size of firm, wage differentials, employer attitudes, legal constraints, and unemployment and its measurement.

3-005P* Successful Career Women

Descriptors: WOMEN; CAREER PATTERNS; AFFIRMATIVE ACTION PLANS; EQUAL EMPLOYMENT OPPORTUNITY ACT

(1972); ADVANTAGED WORKERS; CAREER GOALS; HIGH-LEVEL JOBS

This study seeks to determine how opportunities for women in high-level jobs have been affected by the events of the past decade.

Such factors as educational opportunities, higher level training, and work experiences, and changing attitudes concerning women—legal and psychological—are being examined and evaluated for evidence concerning the extent to which qualified women have been aided in their career development by these trends.

3-005Q* Preparation for Work: A Cross-Country Review

Descriptors: OCCUPATIONAL TRAINING; RETURNS ON EDUCATIONAL INVESTMENT; EMPLOYER ATTITUDES; YOUTH; WORK ATTITUDES; OCCUPATIONAL INFORMATION; EUROPE; JAPAN; CANADA

As a companion to *Bridges to Work*, this study is investigating how young people in various countries are prepared for work through the educational system, employer training, and governmental training programs.

Education as preparation for work is being analyzed with considerable attention given to the problems of perfecting occupational skills and imparting cognitive skills and achievement, noncognitive competence and values, and knowledge of the world of work. Special analysis is being devoted to credentialing and its impact on education and work.

3-005R* Manpower Conflicts and Resolutions

Descriptors: OCCUPATIONAL SAFETY AND HEALTH; ECONOMIC WELFARE; COLLECTIVE BARGAINING; AFFIRMATIVE ACTION PLANS; WORK ENVIRONMENT; JOB RESTRUCTURING; JOB LOCATION; JOB SATISFACTION

This study, growing out of competing priorities under conditions of slow economic growth, will attempt to develop the needed background for complex cost-benefit analyses that are necessary to construct national public policies bearing upon the allocation of incentives, opportunities, and services for the remainder of the 1970's. Specifically to be examined are: (1) The experience of employers and employees in dealing with new regulations regarding occupational safety and health which may conflict with provisions regarding these issues in collective bargaining agreements; (2) the experience before, during, and after layoffs of legally required affirmative action programs and of patterns in employer-employee relations for managing claims based on affirmative action entitlements that conflict with other entitlements guaranteed in employment contracts; (3) the economic experience of employers who have sought to restructure jobs in ways calculated to improve the quality of working life; and (4) the experience of employers in dealing with environmental demands and, simultaneously the demand for jobs.

3-005S* Large City Budgeting For Human Resources Expenditures

Descriptors: HUMAN RESOURCES; HUMAN RESOURCE DEVELOPMENT POLICY; WELFARE PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; HEALTH CARE; COST EFFECTIVENESS; SUPPORTIVE SERVICES; SERVICE DELIVERY SYSTEMS; JOB PERFORMANCE; NEW YORK, NEW YORK

This project is intended to develop a framework which can be used to improve decisionmaking in the budgeting processes of local government. The study will utilize four human resource development programs to determine the extent of data available for program output measurement. Interviews with municipal officials and an examination of the ways in which operating data are generated and collected will be undertaken. Suggestions will be made for the improvement of measures of output. Four working papers will be developed for presentation to agencies supervising service programs, recommending better procedures for analyzing the 1975 budget for the City of New York.

3-005T* Manpower Impacts of a Credit Economy

Descriptors: EDUCATIONAL ASPIRATIONS; CREDENTIALING; DEBTOR/CREDITOR RELATIONSHIP; DISCRIMINATION; JOB CREATION; LABOR PRODUCTIVITY; COMMUTING

This report seeks to broaden understanding of the consequences of different aspects of the credit-granting system for the functioning of labor markets, the characteristics of labor supply, and the design of new policies to further job opportunities in general and equal employment opportunities in particular. It will examine: (1) Ways in which the current use of credit to pursue education and training involves a mortgage on future productivity; (2) the discrimination in credit entitlements that impedes minorities from pursuing training; and (3) the impact of credit on transportation and residential patterns and on the potential for job creation in small- and middle-sized firms. Much of the data to be analyzed will come from the Federal Reserve Board and its member banks, universities (both public and private), the American Council on Education, the Federal Trade Commission, and a series of credit surveys being conducted by the Institute of Social Research at the University of Michigan. The analysis will involve multivariate techniques appropriate to the particular body of data.

3-005U* Large City Budgeting for Human Resource Expenditures

Descriptors: HUMAN RESOURCES; HUMAN RESOURCES DEVELOPMENT POLICY; WELFARE PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; HEALTH CARE; COST EFFECTIVENESS; SUPPORTIVE SERVICES; SERVICE DELIVERY SYSTEMS; NEW YORK, NEW YORK

This study seeks to develop a framework that can be used to improve decisionmaking on the budgeting processes of local government. An improved data base for guiding budgetary decisions in the human resources field is being developed in cooperation with New York City officials. This city is being used as a case study and prototype, but the general approach will be applicable to most large cities.

The study will utilize four human resource development programs for a determination of the extent of data available for accurate measurement and evaluation of program output. Interviews with municipal officials and

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

an examination of the ways in which operating data are generated and collected will be undertaken. Suggestions will be made for the improvement of output measures. Four working papers will be developed for presentation to the supervisory agencies of the service programs recommending better procedures for analyzing the New York City budget.

In the case of federally supplied funds for remedial education in the public schools, it is possible to determine for any given program (using routinely generated data) whether that program has any differential impact on reading and math skills.

For the seven major social service programs - income maintenance, Medicaid, child welfare, early childhood education, manpower training, adult services, and service referrals—it is possible (using existing data) to develop reasonable proxy measures of the services being rendered as the first step toward more refined measures of output.

For the municipally operated but largely federally funded programs, such as public assistance, which services clients through multiple offices, it is possible to use the proxy measures of services being rendered to determine the relative productivity of different field offices.

3-005V* The Impact of Large Public Programs on Employment, Training, and Personnel Utilization

Descriptors: GOVERNMENT PROGRAM IMPACT ON MANPOWER; MANPOWER PROJECTIONS; HEALTH MANPOWER; IMPACT OF MANPOWER POLICIES; STATE AND LOCAL GOVERNMENT; NEW YORK, NEW YORK

For more efficient management, local governments need information on how expenditures for large programs affect their employment, training, and human resource utilization and this study will be the first to generate such information for this level of government. Only two other studies similar to this type have been attempted—the Bureau of Labor Statistics' research using the national input-output matrix to estimate the national employment effects of expenditures for large government programs by industry and occupation and the National Planning Association's approach for estimates of the local employment impact of large government procurement contracts at the company level.

This study, with respect to manpower information, will be more comprehensive than either of the two approaches above, since it is designed to measure and examine a much wider range of impacts than employment and will analyze manpower and administrative adjustments to be made with changes in spending patterns. Most of the data sources to be used will be original source materials, and the framework developed in the course of the investigation should be adaptable to assessments covering different programs and to other local labor markets. Data will be collected and analyzed for programs that have undergone large increases in budget, as well as those that have not been significantly affected. The latter group will be used as an approximation of a control group. Information derived from interviews with union leaders and other personnel will be used to augment analyses based on data processing.

3-005W* Training Information for Policy Guidance

Descriptors: OCCUPATIONAL TRAINING; OCCUPATIONAL MOBILITY; ON-THE-JOB TRAINING; STATE AND LOCAL AREA EMPLOYMENT; TRAINING INSTITUTES; CETA SERVICES AND PLANNING

This study is to examine the sources and characteristics of the process of skill acquisition for major middle-skilled occupations in the U.S.—occupations for which CETA "prime sponsors" are required to make decisions on how to spend a large proportion of the billions of dollars available to them each year for improving the quality of the labor supply. One of the purposes for which prime sponsors may establish programs is training. However, decisions in this area are difficult, since information on which they must base decisions largely consists of current State and local area employment estimates and projections of demand. These data, limited as they are, alone are inadequate for use by CETA planners, as they do not specify the types and design of training programs required to produce the needed skills. Little or no data now exist at the local level to determine (a) the essential skill levels required for the projected jobs, (b) the training needed to achieve these skill levels, and (c) the sources and capacity of training institutions most frequently used to provide these skills. Consequently, there have been instances of duplication of programs or initiation of unwarranted programs because of the absence of a systematic way to assess the linkage between industries, occupational requirements, and training mechanisms already in place.

This proposal seeks to fill the gap in the decisionmaking process by developing a set of occupational categories which combine information about (1) the type of skills required and the length of time needed to acquire them and (2) the training routes for each of these categories. The effectiveness of a model to produce this information will be field tested in selected local labor markets to identify overlapping or duplicate training programs for the same occupation and gaps in the availability of training for other occupations.

The study will be undertaken in three stages, the first of which will be the development of occupational categories that have similar levels of skills and types of skills that can be related to training requirements. This necessitates the examination and cross-classification of over 20,000 occupations found in the DOT, OES, and Census. The second stage will be the determination and description of the sources of skill acquisition most frequently used to enter an occupational category. This will involve the assimilation and evaluation of a wide variety of secondary sources on training and training institutions. The third stage will consist of testing the "training clusters" in two or three medium- to large-sized cities and their associated descriptions of training routes as a guide to local planning.

The research proposed above differs from other studies on occupations and training in that it relates training to occupational structure and characteristics instead of persons or groups—a first time effort in this area.

3-006* Experimental Study of the Relationship Between the Growth of

Employment and Migration, Utilizing the Retrospective Data from the 1970 Census of Population

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Dr. Ann R. Miller, Population Studies Center

Grant 21-42-73-41
Project still in progress

Descriptors: GEOGRAPHIC MOBILITY; METROPOLITAN AREAS; OCCUPATIONAL STRUCTURE; WAGE STRUCTURE; WOMEN; MINORITIES; MIGRATION; WAGE DIFFERENTIALS; EMPLOYMENT OPPORTUNITIES; CORRECTIONS

The project is investigating the relationship between recent migration patterns for selected metropolitan areas and such factors as the area's occupational and industrial structure, the employment/unemployment mix, and wage levels.

Utilizing retrospective data available from the 1970 census of population, the study focuses on the largest standard metropolitan statistical areas.

3-007 Internal and External Labor Markets: An Analysis of Manpower Utilization

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Dr. Bradley R. Schiller, Department of Economics

Grant 21-24-74-26
Project completed fiscal year 1976

Descriptors: RETIREMENT; OLDER WORKERS; PENSIONS; EARNINGS; ECONOMIC ANALYSIS; LABOR SUPPLY

This study looked at two areas: (1) The impact of private pensions on firm attachment and (2) changes in individual worker's earnings in relation to other workers. The first study measured the extent to which firm exit is constrained by specific provisions (e.g. vesting) of private pension plans. In general, the researchers found that the promise of vesting, retirement eligibility, and higher benefit levels tends to increase firm attachment among workers approaching such status, while the attainment of retirement eligibility signifigantly reduces attachment.

The second study examined changes in relative earnings and evaluated them in the framework of alternative labor market models. The principal finding here was that relative earnings mobility is pervasive, with over 70 percent of all workers changing earnings ranks over a 15-year period. However, the researchers noted that black men tend to be less mobile than other workers and those who attain high earnings ranks show a marked tendency to fall behind further and more frequently. This observation suggests a strong element of discrimination, which is particularly disturbing in view of the years covered (1957-71).
November 1975

NTIS PB251239/AS

ETA FINAL REPORT AVAILABLE, COPIES LIMITED

3-008 Labor Market Analysis: A Review and Analysis of Manpower Research and Development

CENTER FOR POLICY RESEARCH, INC.
NEW YORK, N.Y.

Dr. Trevor Bain

Grant 21-36-74-19
Project completed fiscal year 1976

Descriptors: STATE-OF-THE-ART PAPERS; LABOR MARKET INFORMATION; HIRING PRACTICES; LABOR FORCE; JOB SEARCH; JOB PLACEMENT

The project's purpose was to review, synthesize, and analyze the findings of completed and ongoing research and development work sponsored by the Employment and Training Administration and related literature that has explored the operation of the labor market with respect to job search, selection, placement, labor market information, geographic and occupational mobility, wages, and special labor markets.

The report is addressed to those in the manpower field—program planners, practitioners, researchers, and policymakers—currently engaged in work requiring knowledge of how the labor market functions.
June 1975

NTIS PB256855/AS

3-009 Labor Market, Inflation, and Manpower Policy

THE URBAN INSTITUTE
WASHINGTON, D.C.

Grant 92-11-72-36 (formerly Contract 82-09-68-44)
Project completed fiscal year 1975

MANPOWER POLICIES TO REDUCE INFLATION AND UNEMPLOYMENT

Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith
1973
Urban Institute Reprint 139-350-39 ($.50).

THE RELATION BETWEEN VACANCIES AND UNEMPLOYMENT

C. Duncan MacRae and Stuart O. Schweitzer
May 1973

Report Descriptors: EMPLOYMENT OPPORTUNITIES; UNEMPLOYMENT; LABOR MARKET BEHAVIOR
Urban Institute Working Paper 350-42.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

DYNAMIC DETERMINANTS OF LABOR FORCE PARTICIPATION: SOME EVIDENCE FROM GROSS CHANGE DATA

Ralph E. Smith
May 1973

Report Descriptors: LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION; LEISURE

WAGE INFLATION AND THE DISPERSION OF UNEMPLOYMENT

C. Duncan MacRae and Stuart O. Schweitzer
May 1973

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; WAGES
Urban Institute Working Paper 350-50.

THE PERSISTENCE OF THE DISCOURAGED WORKER EFFECT

Stuart O. Schweitzer and Ralph E. Smith
January 1974

Report Descriptors: LABOR FORCE PARTICIPATION; UNEMPLOYMENT; INCENTIVES; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION
Industrial and Labor Relations Review, Vol. 27, No.2, January 1974, pp. 249-260; Urban Institute Reprint 165-350-55 ($.50).

MANPOWER PROGRAMS AND UNEMPLOYMENT STATISTICS

Ralph E. Smith
April 1973

Report Descriptors: IMPACT OF MANPOWER POLICIES; UNEMPLOYMENT INSURANCE
Monthly Labor Review, Vol. 96, No. 4, April 1973.

LABOR MARKET IMPROVEMENT AND ECONOMIC TRADE-OFFS

Charles C. Holt
1974

Report Descriptors: LABOR MARKET BEHAVIOR; UNEMPLOYMENT/INFLATION TRADEOFF

GPO

Also available in *Recurrent Education*, Selma J. Mushkin, ed., 1974.

THE POTENTIAL IMPACT OF THE EMPLOYMENT SERVICE ON THE ECONOMY

Charles C. Holt
June 1973

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; UNEMPLOYMENT/INFLATION TRADEOFF

THE ECONOMICS OF INFORMATION: LABOR MARKET ASPECTS

Richard S. Toikka
March 1974

Report Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR
The Swedish Journal of Economics, Vol. 76, No. 1, March 1974, pp. 62-72.

THE DISCOURAGED WORKER IN A FULL EMPLOYMENT ECONOMY

Ralph E. Smith
1974

Report Descriptors: INCENTIVES; EMPLOYMENT OPPORTUNITIES; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION
Proceedings of the American Statistical Association, Business and Economics Section, 1974.

MODELING A SEGMENTED LABOR MARKET

Charles C. Holt
December 1973

Report Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR
Conference Volume on Equal Employment Opportunity, Phyllis Wallace, ed., M.I.T. Press, 1974 (forthcoming).

TRANSITION PROBABILITY ESTIMATION FOR THE MULTINOMIAL LOGIT: AN APPLICATION TO THE LABOR MARKET

William J. Scanlon
August 1973

Report Descriptors. LABOR MARKET INFORMATION
Urban Institute Working Paper 350-64.

THE DEMOGRAPHIC COMPOSITION OF EMPLOYMENT, UNEMPLOYMENT, AND LABOR FORCE PARTICIPATION: A STATUS REPORT

Ralph E. Smith
June 1974

Report Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE PARTICIPATION; UNEMPLOYMENT; WORKER TRAITS; LABOR MARKET BEHAVIOR
Urban Institute Working Paper 350-65.

BLACK MANAGERS IN WHITE CORPORATIONS

John P. Fernandez
1973

Report Descriptors: BLACK/WHITE; CORPORATIONS; SUPERVISION; OCCUPATIONAL MOBILITY; CAREER PATTERNS; AFFIRMATIVE ACTION PLANS

NTIS PB231512/AS

Dr. Charles C. Holt, Dr. Ralph E. Smith, Dr. Richard S. Toikka, William J. Scanlon, and Jean E. Vanski
May 1975

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; EMPLOYMENT POLICY; LABOR FORCE PARTICIPATION; ECONOMIC ANALYSIS AND ECONOMETRICS; GOVERNMENT POLICIES; LABOR MARKET INFORMATION

NTIS

3-010 LABOR MARKET SEGMENTATION

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 21-25-73-18 (formerly Contract 71-36-71-03)
Project completed fiscal year 1974

LABOR MARKET SEGMENTATION: A RESEARCH REPORT TO THE U.S. DEPARTMENT OF LABOR

Richard C. Edwards, David M. Gordon, and Michael Reich
June 1973

Report Descriptors: GOVERNMENT POLICIES; EARNINGS; INDUSTRIAL RELATIONS; LABOR MARKET INFORMATION; ECONOMIC ANALYSIS AND ECONOMETRICS; DUAL LABOR MARKETS

NTIS PB221991/AS
Also available from Center for Educational Policy Research, Harvard University, 6 Appian Way, Cambridge, Mass. 02138.

3-011* Local Labor Market Econometric Forecasting Models

UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Carol Taylor, Ronald Oaxaca, and Arthur Denzau

Contract 20-04-76-55
Project still in progress

Descriptors: ECONOMIC FORECASTING; IMPACT OF MANPOWER POLICIES; COMPREHENSIVE MANPOWER PLANNING; LABOR MARKET INFORMATION; ECONOMIC ANALYSIS AND ECONOMETRICS; CALIFORNIA, SAN FRANCISCO; ARIZONA, PHOENIX; ARIZONA, TUCSON; MASSACHUSETTS, SPRINGFIELD; TENNESSEE, MID-CUMBERLAND; UTAH, SOUTHEASTERN

The project seeks to develop local (SMSA) econometric models capable of generating detailed mid-term (1-3 years) forecasts of labor demand and supply in local labor markets that are cyclically sensitive. The economic model will specify determinants of labor demand by industry (including government), such as wage rates, income, population, government expenditures, and transfers, as well as those of aggregate labor supply to the local area. Since these variables influence one another, their interactions will also be formulated in the model. In addition, the models should be capable of generating information regarding the economic impact on the local labor market, especially with respect to employment of alternative public policy options such as national policies to stimulate economic development or to reduce local unemployment.

Following this general development, the economic model will be applied to six local labor market areas. That is, the specific equations will be estimated using local data. Forecasts and simulations of policy alternatives will be made for 1 and 2 years into the future. employment will be translated into occupational requirements using industry/occupational data.

3-012* National Longitudinal Surveys of Labor Force Behavior

THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO
AND
BUREAU OF THE CENSUS
WASHINGTON, D.C.

Dr. Herbert S. Parnes, Center For Human Resource Research, The Ohio State University; and Demographic Surveys Division, Bureau of the Census

Contracts 82-39-72-21 (formerly 81-37-68-21, 81-34-28, 81-37-69-15, 81-37-70-18)—Ohio State University; and 81-08-38 and 20-11-73-06—Bureau of the Census
Project still in progress

Descriptors: LABOR MARKET; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNEMPLOYMENT; AGE DIFFERENCES; EDUCATION; TRAINING; ECONOMIC ANALYSIS AND ECONOMETRICS; SOCIOLOGICAL FACTORS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; DATA SOURCES AND USE

The National Longitudinal Surveys study is probing the relationship of factors influencing the work behavior and experience of four groups: Men, aged 45 to 59; women, 30 to 44; and men and women, 14 to 24. It focuses on the interaction among economic, sociological, and psychological variables that permit some members of a given age-education-occupation group to have satisfactory work experiences while others do not.

The study entailed six consecutive surveys (most by personal interview) of each group at 1-year intervals, except for the omission of the older groups of men and women in 1970. The initial surveys were conducted in 1966 for both groups of men, in 1967 for the women aged 30 to 44, and in 1968 for the women aged 14 to 24. Following the last of these personal interviews (young women in 1973), a series of two biennial telephone followup interviews was initiated for each of the cohorts. A final personal interview is planned for the two male cohorts in 1976, for the older women in 1977, and for the young women in 1978. The Bureau of the Census draws the samples and collects and tabulates the data. Ohio State prepares the data-collection schedules, plans the tabulations, analyzes the results, prepares reports on the annual surveys, and will write a final comprehensive report for each group. Reports on the annual surveys are reproduced as research and development (R&D) monographs. Special analyses of the data are also published from time to time. Tapes containing survey data are available for purchase from Ohio State University.

THE NATIONAL LONGITUDINAL SURVEYS HANDBOOK

Dr. Herbert S. Parnes and others
December 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY; DATA SOURCES AND USE; HANDBOOKS; LITERATURE REVIEW
The handbook is available free from The National Longitudinal Survey Users' Office, Center for Human Resource Research, 215 West 11th Ave., Columbus, Ohio 43201.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

WOMEN AND THE ECONOMY: A BIBLIOGRAPHY AND A REVIEW OF THE LITERATURE ON SEX DISCRIMINATION IN THE LABOR MARKET

Andrew I. Kohen with Susan C. Breinich and Patricia Shields
March 1975

Report Descriptors: SEX DISCRIMINATION, MALE/FEMALE; WOMEN

NTIS

3-012A* THE PRE-RETIREMENT YEARS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF MEN

Descriptors: LABOR MARKET BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNIONIZATION; OLDER WORKERS; LABOR FORCE PARTICIPATION; PENSIONS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS, INTERFIRM MOBILITY, JOB RETENTION; MEN; WAGE DIFFERENTIALS; DISCRIMINATION; RETURNS ON TRAINING; HEALTH

This study probes the relationship of factors influencing the work behavior and experience of men who were 45 to 59 years of age when the study began. It analyzes changes in their labor force behavior and employment status.

This portion of the National Longitudinal Surveys includes personal interviews of a national sample in 1966, 1967, 1969, and 1971; an abbreviated mail survey in 1968; and a telephone interview survey in 1973. The latter is the first of two biennial telephone surveys. A final personal interview survey is planned for 1976. A third report on men who were 45 to 59 years of age in 1966 was issued which describes and analyzes the changes in their labor force and employment status between 1966, the date of the first annual survey of this group, and 1969, when the fourth survey was taken. A fourth report now has been issued based on the surveys of the men through 1971.

Findings from the third report indicate that in most occupations organized workers do better by almost every measure—tenure, pay, pension coverage, for example—than the unorganized. Labor organization is especially vital to blacks. Among nonunion operatives (a job class including such occupations as truckdrivers, assemblers, textile weavers, and welders), white men earned 27 percent more an hour than black men, whereas among unionized operatives the differential was 11 percent.

The researchers conclude that less discrimination against blacks exists in the average union labor market than in the average nonunion labor market. Further, relatively more blacks than whites had collective bargaining coverage. More training equaled higher wages, irrespective of education or personal drive, particularly for black men. Wage differentials were smaller between blacks and whites with training.

Organized workers also had longer job tenure, were more attached to their current jobs, and felt that they had more control of their lives.

Unionization also is synonymous with greater pension coverage. It appears that pension plans may inhibit interfirm movement among men of this age group. Thus, the rate of voluntary job changing between 1966 and 1969 was considerably lower for those with pension coverage than for those without. However, tenure seems to be the overriding factor in job changing. Job changers were concentrated among men with short tenure—the longer a man's tenure, the more immobile he became, regardless of pension coverage.

The fourth report shows among its findings the crucial effect of health on the labor market position of the men. A substantial minority of them report health conditions that limit the amount and kind of work they can do; men reporting health limitations have lower hourly and annual earnings and suffer more unemployment; and poor health is an important factor in explaining the lower labor force participation of black men and early withdrawal from the labor force of black and white men. Among the other findings are: (1) Occupational training does not help most middle-aged workers improve their earnings; however, some gains are made by blacks who take earlier training and later enroll in company training programs; (2) positive attitudes toward work and achievement do not benefit blacks as much as they do whites; and (3) whites progress noticeably further than blacks in firms where they are employed.

VOL. 1 (1966 SURVEY)

Herbert S. Parnes, Belton M. Fleisher, Robert C. Miljus, and Ruth S. Spitz
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; BLACK/WHITE; LABOR MARKET BEHAVIOR; LABOR FORCE PARTICIPATION; EMPLOYMENT PATTERNS; LABOR MOBILITY; JOB RETENTION; HEALTH; JOB SATISFACTION; WORK ATTITUDES; RETIREMENT; PENSIONS

NTIS FB180530
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 1, 1970
GPO

VOL. 2 (1967 SURVEY)

Herbert S. Parnes, Karl A. Egge, Andrew I. Kohen, and Ronald M. Schmidt

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; BLACK/WHITE; LABOR MARKET BEHAVIOR; LABOR MOBILITY; HEALTH; JOB SATISFACTION; WORK ATTITUDES

NTIS PB192671
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 2, 1970
GPO

VOL. 3 (1968 AND 1969 SURVEYS)

Dr. Herbert S. Parnes, Gilbert Nestel, and Paul Andrisani

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; PENSIONS; UNIONIZATION; JOB RETENTION; MEN; WAGE DIFFERENTIALS; RETURNS ON TRAINING; BLACK/WHITE; INTERFIRM MOBILITY; ATTITUDES

NTIS PB212637/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 3, 1973
GPO

VOL. 4 (1966 THROUGH 1971 SURVEYS)

Dr. Herbert S. Parnes, Arvil Van Adams, Paul Andrisani, Andrew I. Kohen, and Gilbert Nestel
December 1974

Report Descriptors: LABOR MARKET BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; LABOR MOBILITY; OLDER WORKERS; LABOR FORCE PARTICIPATION; PENSIONS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; INTERFIRM MOBILITY; JOB RETENTION; MEN; WAGE DIFFERENTIALS; DISCRIMINATION; RETURNS ON TRAINING; HEALTH; MOTIVATION; ATTITUDES; TRANSITION FROM WORK TO RETIREMENT

NTIS
ETA MANPOWER R&D MONOGRAPH NO. 15, VOL. 4, 1975
GPO

3-012B* YEARS FOR DECISION: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN

Descriptors: EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MOBILITY; TURNOVER; TRANSITION FROM SCHOOL TO WORK; JOB SATISFACTION; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; LABOR MARKET BEHAVIOR; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; INTERFIRM MOBILITY; CAREER GOALS

This study examines the transition from school to work and the early labor market experience of young women who were 14 to 24 years old in 1968. It seeks to identify changes in educational aspirations, career aspirations, work and experience, and factors influencing the changes, both between surveys and eventually over the entire period covered by the surveys.

This portion of the National Longitudinal Surveys has included annual personal interviews with this group from 1968 to 1973. They will be continued through biennial telephone interview surveys and a final personal interview in 1978.

With increasing education and experience as they grow older, young women show increased realism about the likelihood that they will be working at age 35; but they continue to maintain unrealistically high occupational goals. Most realistic were college graduates, especially blacks, who aspire to professional and managerial jobs; least realistic were the considerable number with similar aspirations who have less than a high school education. Changes in labor force participation occur far more frequently than could be inferred from the very small decline in labor force participation rates between 1968 and 1970. Although three-fourths had been in the labor force at least once when surveyed, only two-fifths had been in the labor force on all three survey dates. Substantial numbers had changed employers and these changers enjoyed greater increases in wage rates and job satisfaction than nonchangers. Those with less than 1 year's service in 1968 were more than three times as likely to change employers voluntarily as those with 5 years of service. This suggests that early job shifts lead to better adjustment to the job market, which in turn leads to greater stability on the job.

VOL. 1 (1968 SURVEY)

John R. Shea, Roger D. Roderick, Frederick A. Zeller, and Andrew I. Kohen
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; SOCIOLOGICAL FACTORS; EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; TRANSITION FROM SCHOOL TO WORK; STUDENTS; EMPLOYMENT PATTERNS; JOB RETENTION; WORK ATTITUDES; CHILD DAY CARE; EDUCATIONAL ASPIRATIONS

NTIS PB201289
ETA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 1, 1971
GPO

VOL. 2 (1969 SURVEY)

Roger D. Roderick, with the assistance of Joseph M. Davis
1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; TRANSITION TO WORK; LABOR MARKET BEHAVIOR; LABOR MOBILITY; GEOGRAPHIC MOBILITY; JOB SATISFACTION; VOCATIONAL GUIDANCE; EDUCATION; CURRICULUMS; YOUNG WOMEN

NTIS PB220735/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 2, 1974
GPO

VOL. 3

Roger D. Roderick and Dr. Andrew I. Kohen
1973

Report Descriptors: EDUCATION; TRAINING; BLACK/WHITE; YOUNG WOMEN; LABOR FORCE PARTICIPATION; INTERFIRM MOBILITY; TURNOVER; TRANSITION FROM SCHOOL TO WORK; UNEMPLOYMENT; JOB SATISFACTION; NATIONAL LONGITUDINAL SURVEYS

NTIS PB232331/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 3,
GPO

CAUSES OF DIFFERENTIALS IN EARLY LABOR MARKET SUCCESS AMONG YOUNG WOMEN

Andrew I. Kohen and Roger D. Roderick
1972

Report Descriptors: YOUNG WOMEN; WAGE DIFFERENTIALS; CAREER PATTERNS
In *Proceedings of the Social Statistics Section, American Statistical Association*, 1972.

PROSPECTIVE FERTILITY AMONG WOMEN IN THE UNITED STATES: THE DETERMINANTS OF FERTILITY EXPECTATIONS AND IDEALS

Dr. Richard L. Shortlidge, Jr. and Dr. Andrew I. Kohen
June 1975

Report Descriptors: YOUNG WOMEN; ASPIRATIONS; ATTITUDES; EMPLOYMENT; CHILDREN; FERTILITY

NTIS PB242791/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

3-012C* Career Thresholds: A Longitudinal Study of the Educational and Labor Market Experience of Male Youth

Descriptors: BLACK/WHITE; YOUNG MEN; RETURNS ON EDUCATIONAL INVESTMENT; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET BEHAVIOR; LABOR MOBILITY; TURNOVER; OCCUPATIONAL MOBILITY; WAGE STRUCTURE; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; NATIONAL LONGITUDINAL SURVEYS; DROPOUTS; INTERFIRM MOBILITY; WORK ATTITUDES

This study examines the transition from school to work and the early labor market experience of young men who were 14 to 24 years of age in 1966 and follows them to identify changes over time in educational and career aspirations, employment and unemployment experience, and other factors affecting work experience, attitudes, socioeconomic background, and education.

This portion of the National Longitudinal Surveys includes personal interview surveys in each of the years 1966 through 1971. Telephone surveys were begun with this group in 1973. There was another telephone survey in 1975 and there will be a final personal interview in 1976.

A comparison of the labor market experiences of out-of-school high school graduates and nongraduates shows that the graduates fared better despite their shorter labor market exposure and manifested a stronger commitment to work and sense of personal effectiveness. The data on unemployment and on hourly earnings indicate that young black men were hurt more than the young white men by dropping out of school.

Young men initially in jobs of lower pay and satisfaction generally changed jobs more often and improved their position, though for white men there appeared to be diminishing returns from repeated changes. A greater proportion of blacks than whites changed jobs. Both black and white job changers experienced more unemployment than nonchangers, which held down the increase in annual earnings for whites but not for blacks.

Controlling for age, education, and occupation did not alter the conclusion that the intercolor difference in the pattern of occupational movement resulted in widening the socioeconomic disparity between blacks and whites.

The focus of the fifth report is on the impact of collective bargaining coverage on the 1969-70 labor market experiences of young men working in blue-collar jobs. The findings show that collective bargaining coverage has a substantial net impact on the hourly earnings of both white and black men in the early stages of their work careers. Furthermore, blacks who were unionized experienced a good deal less unemployment than their nonunionized counterparts.

VOL. 1 (1966 SURVEY)

Herbert S. Parnes, Robert C. Miljus, and Ruth S. Spitz
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR; BLACK/WHITE; CAREER PATTERNS; EDUCATION; TRAINING; SOCIOLOGICAL FACTORS; VOCATIONAL EDUCATION; JOB SEARCH; VOCATIONAL GUIDANCE; JOB SATISFACTION; TRANSITION FROM SCHOOL TO WORK; CAREER GOALS; YOUNG MEN; EDUCATIONAL ASPIRATIONS

NTIS PB183539
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 1, 1970
GPO

VOL. 2 (1967 SURVEY)

Frederick A. Zeller, John R. Shea, Andrew I. Kohen, and Jack A. Meyer
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; EDUCATION; TRAINING; JOB SATISFACTION; TRANSITION FROM SCHOOL TO WORK; BLACK/WHITE; DROPOUTS; YOUNG MEN

NTIS PB201288
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 2, 1971
GPO

VOL. 3 (1968 SURVEY)

Andrew I. Kohen and Herbert S. Parnes
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; TRANSITION TO WORK; LABOR MARKET BEHAVIOR; EDUCATIONAL ASPIRATIONS; EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MOBILITY; JOB SATISFACTION; BLACK/WHITE; CAREER GOALS; YOUNG MEN

NTIS PB201287
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 3, 1971
GPO

VOL. 4 (1969 SURVEY)

Andrew I. Kohen, with the assistance of Paul Andrisani
January 1973

Report Descriptors: BLACK/WHITE; YOUNG MEN; RETURNS ON EDUCATIONAL INVESTMENT; LABOR MOBILITY; TURNOVER; OCCUPATIONAL MOBILITY; WAGE STRUCTURE; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; WORK ATTITUDES; NATIONAL LONGITUDINAL SURVEYS; TRANSITION TO WORK

NTIS PB220734/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 4, 1974
GPO

CAREER THRESHOLDS: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH

VOLUME FIVE (1969 AND 1970 SURVEYS)

Paul Andrisani and Andrew I. Kohen
April 1975

Report Descriptors: BLACK/WHITE; UNIONS; EARNINGS; UNEMPLOYMENT; BLUE-COLLAR WORKERS; YOUNG MEN; NATIONAL LONGITUDINAL SURVEYS

NTIS PB243396/AS
ETA MANPOWER RESEARCH MONOGRAPH, NO. 16, VOL. 5, 1975

GPO — report is available from Government Printing Office.
ETA — report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

KNOWLEDGE OF THE WORLD OF WORK: A TEST OF OCCUPATIONAL INFORMATION FOR YOUNG MEN

Andrew I. Kohen and Susan C. Breinich
1974

Report Descriptors: OCCUPATIONAL INFORMATION; YOUNG MEN; TESTING

Available from The Ohio State University Center for Human Resource Research.

THE EFFECTS OF RACE AND SEX DISCRIMINATION ON EARLY-CAREER EARNINGS

Dr. Andrew I Kohen and Dr. Roger D. Roderick
June 1975

Report Descriptors: YOUNG MEN; YOUNG WOMEN; BLACK/WHITE; SEX DISCRIMINATION; DESCRIMINATION

NTIS PB24772/AS

THE CONTRIBUTIONS OF VOCATIONAL EDUCATIONAL TRAINING AND WORK EXPERIENCE TO THE EARLY CAREER ACHIEVEMENTS OF YOUNG MEN

John T. Grasso
July 1975

Report Descriptors: YOUNG MEN; VOCATIONAL EDUCATIONAL EDUCATION; HIGH SCHOOLS; RETURNS ON EDUCATIONAL INVESTMENT, LABOR MARKET BEHAVIOR

3-012D* DUAL CAREERS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF WOMEN

Descriptors: WOMEN; LABOR FORCE PARTICIPATION, LABOR MOBILITY; CHILD DAY CARE; MATURE WORKERS; JOB SATISFACTION; WORK ATTITUDES; LABOR MARKET BEHAVIOR; FAMILIES; TURNOVER; HEALTH; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; JOB SEARCH

The purpose of this portion of the National Longitudinal Surveys is to probe the factors that determine labor force participation rates and labor market experience of mature women at a time when many are returning to the job market after a period of absence to meet family responsibilities; to identify changes in work plans, the relationship between age of children and working, education, and job search problems, and to gain insights into possible effects of child-care facilities on labor force participation.

This portion of the National Longitudinal Surveys includes personal interviews with women 30 to 44 years of age at the beginning of the study in 1967. They were also interviewed in person in 1969, 1971, and 1972, and a brief mailed questionnaire was used in 1968. A telephone interview was conducted in 1974 and another is scheduled in 1976. A final personal interview is planned for 1977.

The first and second followup report on women 30 to 44 examines primarily the changes in labor force and employment status between 1967 and 1969 as related to changes in various personal and family characteristics.

Rates of labor force participation among married women increased noticeably for those who: (1) Had children under 6 years of age in 1967 but not in 1969; (2) had more children in college in 1969 than in 1967; (3) reported in 1967 that they "expected to be working" 5 years hence, rather than "staying home," "going to school," etc. (asked of women not in the labor force in 1967); (4) received training or a degree, diploma, or certificate after the initial survey, which the authors see as a manifestation of an already strong work commitment; and (5) had white-collar husbands (among white women with children under age 6 in 1967 but not in 1969), possibly suggesting that if child-care facilities were made more easily available, the greatest labor force increases would take place among the relatively well-to-do.

Very few of the married women not in the labor force (less than 1 percent of the whites and only 3 percent of the blacks) reported that their reason for not looking for work was inability to find work. Family responsibilities were mentioned more often than any other reason.

Interfirm mobility was found to be high among those women who, in 1967, were in low-paying or short tenure jobs or disliked their jobs. Job changers were more likely to have had pay increases than were nonchangers. The third followup report on the women focuses on the demand for child care facilities and on the movement of women into and out of traditionally female occupations. Findings show that black and white women who were in atypical occupations in 1971 had higher average hourly rates of pay than those who were in typically female jobs. While white women moved out of traditionally female occupations over the 1967-71 period, black women tended to move into typically female jobs. Regarding child care, the study reports that there is a significant group of women, particularly those with preschool children, who would like to utilize organized day-care. For every mother of a preschool child who was using a day-care center or home, there were three who would have liked to use one. Furthermore, the lack of adequate child care prevented 5 percent of the white and 26 percent of the black mothers of children under 6 from looking for work. The study suggests, however, that the use and demand for day-care result more from the unavailability of family member home care for children than from a preference for the use of organized day-care arrangements.

The fourth followup report on the women analyzed several aspects of their labor market experience and behavior over the 1967 to 1972 period. For this cohort, the 5 years were a period of general improvement in labor market position. In fact, there was considerable stability in labor force status not only during the 5-year period but also over the entire working lives of the women. However, only a minority of the women had established "careers" in the sense of having worked in the same or in related occupations for as much as three-fourths of the time since leaving school. This proportion is as high as one-half among the never married (without children), about one-third among the even married without children, but only 7 percent among the even married with children. Nevertheless, married women who are employed make substantial contributions to family income—one-fourth on the average for women and one-third for blacks.

The findings show that irrespective of marital status the degree of success that women enjoy in the labor market is substantially related to the extent of their previous investments in human capital—number of years of schooling, training outside the formal educational system, and extent of work experience. Work experience, however, is

---

*Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

not uniformly important, having little influence on low-skilled jobs.

Along with the factors that measure their relative productivities, women's "tastes" and attitudes also bear strong relationships to their labor market behavior. Specifically, if a woman has "liberated" views on the propriety of labor market participation by the mothers of young children, she is more likely to have pursued a career and, if employed, is more likely to have persons other than family members take care of her children.

In virtually every respect, black women have been found to fare less well than white women, even when factors affecting their relative productivities (e.g., education) are controlled as fully as is possible with the available data.

The study indicates that beyond combatting whatever sex discrimination may exist and enhancing labor market options by continuing to expand the availablility of child-care services, there was no reason to believe that labor market policies relating to women should be different from that for men

VOL. 1 (1967 SURVEY)

John R. Shea, Ruth S. Spitz, and Frederick A. Zeller
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; SOCIOLOGICAL FACTORS; BLACK/WHITE; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; HEALTH; EDUCATION; TRAINING; CHILD DAY CARE; COMMUTING; WORK SCHEDULES; OCCUPATIONAL MOBILITY; GEOGRAPHIC MOBILITY; EARNINGS; WORK ATTITUDES; JOB SATISFACTION; JOB RETENTION

NTIS PB193239
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 1, 1970
GPO

VOL. 2 (1969 SURVEY)

John R. Shea, Sookon Kim, and Roger D. Roderick

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; ROLE MODELS; ATTITUDES; WORK ROLES; LABOR MOBILITY; LABOR FORCE PARTICIPATION

NTIS PB214569/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 2, 1973
GPO

VOL. 3 (1967, 1969, AND 1971 SURVEYS)

Carol L. Jusenius and Richard L. Shortlidge, Jr.
February 1975

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; BLACK/WHITE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY; JOB SATISFACTION; EARNINGS; FAMILIES; LABOR MOBILITY; MOTHERS; CHILD DAY CARE; OCCUPATIONAL CHOICE

NTIS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 3 (FORTHCOMING)

DUAL CAREERS: A LONGITUDINAL ANALYSIS OF THE LABOR MARKET EXPERIENCE OF WOMEN

VOL. 4 (1967, 1969, 1971, AND 1972 SURVEYS)

Herbert S. Parnes, Carol L. Jusenius, Francine Blau, Gilbert Nestle, Richard Shortlidge, Jr., and Steven Sandall
December 1975

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; BLACK/ WHITE; OCCUPATIONAL MOBILITY; LABOR FORCE PARTICIPATION; CHILD DAY CARE

NTIS PB250512/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 4, 1975

THE THEORY OF HUMAN CAPITAL AND THE EARNINGS OF WOMEN: A RE-EXAMINATION OF THE EVIDENCE

Dr. Steven H. Sandell, Dr. David Shapiro,
September 1975

Report Descriptors: WOMEN; JOB RETENTION; LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS; EARNINGS

3-012E* NATIONAL LONGITUDINAL SURVEYS CLEARINGHOUSE

Descriptors: DATA SOURCES AND USE; INFORMATION SYSTEMS; NATIONAL LONGITUDINAL SURVEYS

The objective of this portion of the project is to make the National Longitudinal Surveys data base available to manpower and social science researchers throughout the country. The Ohio State University Center for Human Resource Research has prepared computer tapes containing the NLS data base and serves as a national clearinghouse for information relating to the data files as well as to ongoing and completed research utilizing the data.

All known users of the NLS data files have been requested to communicate to the center any problems they uncover in the data files so that these can immediately be called to the attention of other users and so that corrective action can be taken to the extent feasible. Also, by means of a quarterly questionnaire the center requests tape users to provide brief descriptions of research in progress, to list the titles of completed research reports, and to send a file copy of each such report to the center. A quarterly NLS newsletter, issued by the center, publicizes all such information so that all members of the NLS research community can be kept apprised of the work that is going on elsewhere.

CAREER PATTERNS OF A NATIONAL SAMPLE OF WOMEN

Louise Vetter and David W. Stockburger
1974

Report Descriptors: YOUNG WOMEN; WOMEN; CAREER PATTERNS
Available from The Center for Vocational and Technical Education, The Ohio State University, 1974.

LABOR FORCE EXPERIENCE, JOB TURNOVER, AND RACIAL WAGE DIFFERENTIALS

Dr. Robert J. Flanagan
April 1974

Report Descriptors: TURNOVER; LABOR FORCE BEHAVIOR; MINORITIES; WAGE DIFFERENTIALS
Chapter 2 in *Labor Turnover, Racial Unemployment Differentials, and the Dual Labor Market Hypothesis*, U.S. Department of Labor, April 1974, and in *Review of Economics and Statistics* November 1974

DISCRIMINATION THEORY, LABOR TURNOVER, AND RACIAL UNEMPLOYMENT DIFFERENTIALS

Dr. Robert J. Flanagan
April 1974

Report Descriptors: RACIAL DISCRIMINATION; TURNOVER; UNEMPLOYMENT
Chapter 3 in *Labor Turnover, Racial Unemployment Differentials, and the Dual Labor Market Hypothesis*, U.S. Department of Labor, April 1974.

3-013 WAGE VERSUS JOB COMPETITION

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Dr. Lester C. Thurow, Alfred P. Sloan School of Management

Grant 21-25-73-36
Project completed fiscal year 1976

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; HUMAN RESOURCE DEVELOPMENT POLICY; HIRING PRACTICES; RETURNS ON EDUCATIONAL INVESTMENT; ON-THE-JOB TRAINING (OJT)

The investigator adopts a "job competition" as opposed to the neoclassical wage competition model of the labor market. In this model, jobseekers' background characteristics are used by employers to select workers and to predict potential success on the job and extnet of training needed. On-the-job training is the primary source of cognitive skill and therefore the primary determinant of productivity.

The author examined data from the Current Population Surveys and the census to determine how types of education and manpower training programs affect the distribution of earnings in industries/occupations characterized by job competition.

The findings offer an alternative theory of race and sex discrimination and raise serious questions as to the value of manpower training and other forms of human capital investment.
January 1975

NTIS PB255348/AS
Basic Books: Generating Inequality: Mechanics of Distribution in the U.S. Economy

3B. LABOR FORCE, LABOR MARKET — SPECIFIC SECTORS AND COHORTS

3-014 AN ANALYSIS OF NONFARM EMPLOYMENT PROBLEMS OF FARM LABORERS

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Grant 92-06-72-14
Project completed fiscal year 1974

FARMING AND FARM LABOR: A STUDY IN CALIFORNIA

Dr. Paul Sultan, Dr. Darryl D. Enos (with the assistance of Robert Coutts and John Feezell)
June 1974

Report Descriptors: GEOGRAPHIC MOBILITY; COUNSELING AND GUIDANCE; EMPLOYMENT OPPORTUNITIES; FARMWORKERS; NONFARM; MIGRANTS; RURAL AREAS; SPANISH-SPEAKING AMERICANS; CALIFORNIA

NTIS PB236311/AS

3-015* BASE LINE STUDY OF URBAN AND RURAL NONRESERVATION INDIAN MANPOWER PROGRAMS

NATIVE AMERICAN CONSULTANTS, INC.
ARLINGTON, VA.

A. Patrick Hanes

Contract 20-51-76-53
Project still in progress

Descriptors: INDIANS; MINORITIES; COMPREHENSIVE MANPOWER PLANNING; SUPPORTIVE SERVICES; URBAN PROBLEMS; DISCRIMINATION

This is a baseline research study to provide information on factors affecting the success of CETA programs sponsored by urban and rural nonreservation Indian groups, to transpose this information into development of model Indian urban manpower center functions and operations, and finally to document the entire comprehensive process through four 15-minute films and make them available to all urban and rural nonreservation Indian prime sponsors for study and replication. The study will concentrate on the four primary components of the comprehensive manpower system: (1) Outreach and recruitment, (2) training and other manpower services, (3) job development and placement, and (4) followup and supportive services. The project will be undertaken in two phases: Phase I will be used for collection of data and preparation of models on the four primary components of the manpower system; and Phase II will be used for the film documentation process and distribution of the film to the Indian urban centers.

---

*Ongoing project — final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

3-016 Career Development

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Grant 21-42-74-10
Project completed fiscal year 1975

ACADEMIC CAREERS AND POST-COLLEGE EMPLOYMENT OF YOUNG MEN

Dr. Herman P. Miller and Dr. Stuart Garfinkle
September 1974

Report Descriptors: CAREER PATTERNS; CAREER CHOICE; COLLEGE GRADUATES; LABOR MARKET BEHAVIOR; NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; TRANSITION FROM SCHOOL TO WORK

NTIS PB236228/AS

3-017* Citrus Labor Market Demonstration Project

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Professor of Economics

Grant 21-48-75-07
Project still in progress

Descriptors: FARMWORKERS; SEASONAL EMPLOYMENT; LABOR DEMAND; ALIENS; MIGRATION; LABOR SUPPLY

This study is examining the citrus labor markets in Texas, California, and Florida in order to determine ways to utilize more rationally the citrus harvest labor force for the benefit of growers and workers.

The demonstration phase in Texas is attempting to alleviate the problems of citrus workers by instituting improvements in the pay system used by the growers associations and stabilizing the work force and number of hours worked per week during the citrus season. Attempts will also be made to provide the workers with alternate employment during the off-season so that they will not need to migrate in order to find year-round work.

In California, the project is studying the implementation of the California Labor Relations Act of 1975, which gives farmworkers the right to bargain collectively. Employers will be surveyed to determine the reactions of the growers to the new legislation. Florida is being studied to determine the effect of the flow of citrus workers from Texas to Florida on the citrus labor markets in each State.

3-018 Conference on Labor in Nonprofit Industries and Government

PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 21-34-73-27
Project completed fiscal year 1975

LABOR IN THE PUBLIC AND NONPROFIT SECTORS

Dr. Daniel S. Hamermesh
1975

Report Descriptors: GOVERNMENT WORK; WAGES; COLLECTIVE BARGAINING; UNIONIZATION; LABOR DEMAND; EMPLOYER MANPOWER PLANNING; UNIVERSITIES AND COLLEGES; PUBLIC SECTOR; WAGE STRUCTURE; CONFERENCES
Princeton University Press, Princeton, N.J.

3-019* An Econometric Analysis of the Part-Time Labor Market in the United States

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Dr. John D. Owen

Contract 21-26-76-13
Project still in progress

Descriptors: ECONOMETRIC ANALYSIS; VOLUNTARY PART-TIME LABOR; PART-TIME LABOR MARKET; DISCRIMINATION; WOMEN

This project will analyze the market for voluntary, part-time work in the United States, focusing on the extent of discrimination, how it is manifested (through earnings, occupation, or industry), and who its victims are.

Included in the analysis will be data on time schedule of employment as well as total hours worked per day or week. This will permit analysis of special situations such as working mothers.

Econometric analysis will be carried out using the March-May 1973 Current Population Survey.

Progress reports will be submitted during the research, and a draft final report will be submitted for review 40 days prior to expiration of the grant.

3-020* The Economic and Social Aspects of the Labor Force Behavior of Low-Income Families in Four Southern Rural Counties

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Dr. John F. Adams, Director, Center for Insurance Research

Grant 51-13-72-10
Project still in progress

Descriptors: MANPOWER NEEDS; LOW INCOME; RURAL AREAS; SOUTHERN STATES; LABOR FORCE BEHAVIOR; GEORGIA; LOUISIANA; MISSISSIPPI; TEXAS

This study is assessing the economic and social characteristics of labor force behavior of low-income families in four southern rural counties in order to formulate policy with respect to employment and training programs for the disadvantaged.

A household survey of sample populations was taken in Dodge County, Ga., Natchitoches Parish, La., Sunflower County, Miss., and Starr County, Tex., to collect socioeconomic and demographic data. Additional data on the counties were drawn from secondary sources, including the Bureau of the Census, the Department of Labor, and State, county, and local agencies. The survey and analysis are being conducted by teams from Georgia State University, Atlanta, Ga., Southern University, Baton Rouge, La., University of Mississippi, Oxford, Miss., and The University of Texas, Austin, Tex.

Some preliminary findings are that, despite the current economic boom in the South, parts of the rural South remain regions of depressed economic conditions and of retarded human resource development as the boom has all but bypassed a number of the rural areas. The study recommends the establishment of a rural manpower agency within the Department of Labor as a method of alleviating the problems in rural areas. This agency would be responsible for representing rural areas in national policy matters, developing new programs, and compiling needed statistics.

3-021 Birth Expectations and Working Plans of Young Women: Changes in Role Choices

BUREAU OF THE CENSUS
WASHINGTON, D.C.

Larry E. Suter, Linda J. Waite, and Ross M. Stolzenberg

Contract 20-11-74-15
Project completed fiscal year 1976

Descriptors: YOUNG WOMEN; MOTHERS; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; FERTILITY; ATTITUDES

This study examined the relationship among changes in birth expectations, labor force participation rates, and work experience of young women.

Data on young women aged 14 to 24 in 1968 that were collected in 1971 and 1973 from the National Longitudinal Surveys were compared to see the changes in birth expectations during the 2-year period. Reasons for change were sought, including changes in marital status, attitudes toward work, income from job, school attendance, and labor force activity in relationship to childbirth.

Among the findings were:

(1) All groups of women, regardless of age, race, education, marital status, or sex role attitudes, decreased the average number of births they expected in their lifetimes. In 1971, the young women expected to have 2.7 children on the average. By 1973, average lifetime births expected had fallen to 2.4 per woman.

(2) Planned family size had only a small impact on the probablity that the young women intended to work later. However, planning for employment at age 35 decreased the number of of children expected by almost one child per woman.

(3) There was a large, statistically significantly inverse relationship between a woman's age and the effect of her labor force participation plans on her fertility expectations. This age effect on the work plans-fertility expectations relationship may arise out of the combined effects of age-related changes in women's knowledge of labor market mechanisms that determine their wage potential and employability and the rational desires of women who plan to work after childbearing to obtain the most satisfying jobs possible with the highest possible wages.

3-022 Facilitating Employment of Disabled Veterans

HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA, VA.

Grant 21-51-73-46
Project completed fiscal year 1975

DISABLED VETERANS OF THE VIETNAM ERA: EMPLOYMENT PROBLEMS AND PROGRAMS

Dr. Thurlow R. Wilson, John A. Richards and Deborah H. Bercini
January 1975

Report Descriptors: VETERANS; ARMED FORCES; TRAINING; VOCATIONAL GUIDANCE; HANDICAPPED; EMPLOYER SERVICES; PUBLIC EMPLOYMENT SERVICE; HEALTH; MEN; SUPERVISION; LABOR MARKET BEHAVIOR

NTIS PB239433/AS

WANTED — JOBS WITH FAIR PAY FOR VETERANS WITH (DIS)ABILITIES

Dr. Thurlow R. Wilson and John A. Richards
December 1974

Report Descriptors: VETERANS; HANDICAPPED; VOCATIONAL GUIDANCE; EMPLOYER SERVICES; HEALTH; PUBLIC EMPLOYMENT SERVICE; HANDBOOKS
Human Resources Research Organization, 300 North Washington St., Alexandria, Va. 22314

3-023 Impact of the Temporary Help Service Industry Upon Women's Labor Market Participation and Behavior

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Dr. Richard D. Leone, School of Business Administration

Grant 21-42-74-11
Project completed fiscal year 1976

Descriptors: TEMPORARY HELP SERVICE; PART-TIME EMPLOYMENT; WOMEN; LABOR FORCE PARTICIPATION; JOB SEARCH; RECRUITMENT; JOB PLACEMENT; JOB MATCHING; ECONOMIC ANALYSIS; CLERICAL OCCUPATIONS

The study examines the function of temporary help services (THS) in aiding jobless 22 to 55-year-old women

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS — report is available from National Technical Information Service.

back into employment. Focusing on a single labor market, the report identifies the characteristics of THS employees; their work experiences before, during, and after affiliation with THS; and the factors contributing to their work patterns during each of these periods.

The 500 THS employees interviewed in this study were found to be better educated than the average female clerical jobholder. Reentrants might well have found jobs by applying directly to the employer, but they preferred the selectivity and flexibility of the temporary help arrangement.

The THS experience appeared to be most beneficial to working mothers, enabling them to reconcile the demands of work with child-care responsibilities, to contribute to household income, and to upgrade their skills.

The study found many reentrants to be underemployed while affiliated with THS. Workers perceived their wages to be the major drawback to THS exployment, indicating they could have earned more if they had bypassed the THS.

Almost 20 percent of the THS employees found their THS experience served not only as a clearinghouse for job information but also as a permanent placement with former THS customers for whom they had worked.

The study recommends that employers identify and make available nonclerical, challenging occupations that lend themselves to temporary employment. employers should restructure and open up to women some occupations formerly reserved for men. As public policies regarding discrimination against women are refined, companies might find hiring women in temporary positions in all occupations one method of complying with equal employment regulations.

3-024 STAGES OF INDUSTRIAL DEVELOPMENT AND POVERTY IMPACT IN NONMETROPOLITAN LABOR MARKETS OF THE SOUTH

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Grant 21-48-74-24
Project completed fiscal year 1975

Dr. F. Ray Marshall, Allen Thompson, and Thomas Till
January 1975

NTIS PB239683/AS

3-025* JOB SEARCH BEHAVIOR OF MEXICAN AMERICANS

JUAREZ AND ASSOCIATES
LOS ANGELES, CALIF

Nicandro F. Juarez

Contract 20-06-76-51
Project still in progress

Descriptors: LABOR FORCE BEHAVIOR; JOB SEARCH; MEXICAN AMERICANS; SOUTHWESTERN STATES; METROPOLITAN AREAS; CHICANOS; CALIFORNIA, ANAHEIM-GARDEN GROVE

This study will collect, analyze, and report on the labor market knowledge and job search behavior of a selected sample of Mexican American workers and their families in two southwestern SMSA's. How do Mexican Americans look for jobs? Do they use the employment service, friends, newspapers, or the direct applicant approach? The study will attempt to determine why particular job-seeking methods are used and which are most effective for the target group.

Findings may indicate a need to improve and/or develop special services to assist this group in job searching.

3-026* LABOR FORCE CHARACTERISTICS AND MIGRATION EXPERIENCE OF THE PUERTO RICANS

FORDHAM UNIVERSITY
BRONX, N.Y.
AND
UNIVERSITY OF PUERTO RICO, SOCIAL RESEARCH CENTER
RIO PIEDRAS, P.R.

John J. Macisco, Jr., and Pedro Vales

Grant 21-36-74-23
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; LABOR FORCE BEHAVIOR; LABOR MOBILITY; MIGRANTS; MIGRATION; PUERTO RICANS; MINORITIES; UNEMPLOYED; HANDICAPPED; WOMEN; MEN; NEW YORK, NEW YORK; PUERTO RICO

The project will examine the labor force characteristics of Puerto Rican migrants to New York and return migrants to Puerto Rico, determining to what extent characteristics such as unemployment, low-status occupation, and disability are associated with migration. Questions such as the following will be answered: (1) What is the recent labor force experience of Puerto Ricans of varying migrant status living in New York and those living in Puerto Rico in 1970? (2) What factors are associated with low labor force participation rates of Puerto Rican women? (3) What is the association between disability and unemployment among Puerto Ricans? (4) How do first generation Puerto Ricans differ from the second generation along sociodemographic dimensions?

Project staff will analyze special tabulations of the U.S. Census data for the New York Standard Metropolitan Statistical Area (SMSA) and for Puerto Rico. Using the special cross tabulations of new census questions on labor force status and traditional labor force and other socioeconomic items, the researchers will provide new analytic insights into the current labor force status of Puerto Rican migrants.

3-027 Labor Market Experience for Engineers During Periods of Changing Demand

CENTER FOR POLICY RESEARCH, INC.
NEW YORK, N.Y.

Grant 21-36-73-30
Project completed fiscal year 1974

Dr. Trevor Bain
November 1973

Report Descriptors: ENGINEERS; SCIENTISTS; TECHNICIANS; MANPOWER PROJECTIONS; LABOR MARKET BEHAVIOR; JOB SEARCH; STATE-OF-THE-ART PAPERS; MANPOWER NEEDS; UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT

NTIS PB227220/AS
ETA
GPO MANPOWER RESEARCH MONOGRAPH NO. 35

3-028 The Labor Supply for Lower-Level Occupations, 1960-1980

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Dr. Harold Wool

Grant 21-11-73-02
Project completed fiscal year 1976

Descriptors: LABOR SUPPLY; LOW-LEVEL OCCUPATIONS; LOW-WAGE INDUSTRIES; SERVICE INDUSTRIES; IMMIGRANTS; OCCUPATIONAL PROJECTIONS; MINORITIES; LABOR DEMAND; STUDENTS; LABOR FORCE PARTICIPATION

This project tested the hypothesis that the historical sources of manpower for lower level occupations, such as immigrants or deprived population groups, have been decreasing and will continue to decrease in the coming decade. It also assessed the implications for manpower and economic planning.

Data from the 1960 and 1970 censuses, supplemented by other research materials, were used: (1) To develop a ranking of occupations relevant to the labor supply; (2) to study changes in the composition of lower level occupations; and (3) to project the labor supply for such occupations to 1980.

The researchers found that: (1) During the 1960-70 decade, there was a significant replacement of black workers in the lowest level jobs by younger white workers and, to a lesser extent, by adult white women, many of whom engaged in these jobs on a part-time basis. Increased immigration, particularty from nearby Latin American countries, provided an additional labor source for these jobs in some areas; (2) projections of the labor force in 1980 and 1985 (under a full-employment assumption) indicate that for higher level occupations labor supply will grow more rapidly than demand, while the reverse will be the case for lower level occupations. The reduced supply of youth for these jobs in the 1980's was identified as the largest single contributing factor; and (3) the occupations of household workers, construction laborers, apparel operatives, and hospital attendants are all expected to have some degree of labor supply "squeeze" in the 1980's under full-employment conditions.

Dr. Harold Wool and Bruce D. Phillips
June 1975

NTIS PB(APPENDIX—$5.50)
ETA R&D MONOGRAPH 42, 1976, COPIES LIMITED, SUMMARIZES THE REPORT.

THE LABOR SUPPLY FOR LOWER-LEVEL OCCUPATIONS

APPENDIX A — SUPPLEMENTARY REPORTS: "THE LABOR SUPPLY OF HOUSEHOLD MAIDS" AND "THE SUPPLY OF HOSPITAL ATTENDANTS"

J. Peter Mattila, Neal H. Rosenthal, and Dixie Sommers
1976

Report Descriptors: LABOR SUPPLY; LOW-LEVEL OCCUPATIONS; LOW-WAGE INDUSTRIES; LABOR DEMAND; MINORITIES; SERVICE INDUSTRIES; OCCUPATIONAL PROJECTIONS

NTIS PB249725/AS

3-029* A Longitudinal Study of Immigrants in the Labor Force

LINTON AND COMPANY, INC.
WASHINGTON, D.C.

David S. North

Contract 20-11-74-21
Project still in progress

Descriptors: IMMIGRANTS; EMPLOYMENT OPPORTUNITIES; LABOR CERTIFICATION PROGRAM; LABOR FORCE PARTICIPATION; TRANSITION TO WORK; LABOR SUPPLY; ALIENS

The objectives of the study are to determine the nature and extent of immigrant participation in the labor force and the factors which inhibit or encourage such participation, the training that immigrants bring with them and its utilization, their earnings, and their labor market experiences over time.

The researchers' methodology includes the following: (1) Interviewing a subsample of 1,000 immigrants from the sample of 5,000 immigrants whose alien address cards and visa applications were examined in a 1970 project, "Immigrants and the American Labor Market," (TransCentury Corporation, contract 20-11-73-01); (2) continuing the baseline research with the alien address cards, studying cards filed in 1971, 1973, and 1974 for the 1970 subsample; (3) comparing the findings from the 1970 cohort with the findings from data secured on a cohort of 1,000 immigrants arriving in 1971; (4) analyzing social security and other data regarding immigrants and the labor force; (5) interviewing executives of immigrant-serving agencies; and (6) developing and testing a quantitative model with different provisions in the immigration law to predict the labor market impacts of immigration.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

The project also examines the socioeconomic characteristics and participation in the labor market of a sample of illegal aliens and a sample of green card commuters (i.e., immigrants who live in Canada or Mexico but work in the United States). Extensive interviews were conducted with 800 apprehended illegal entrants and with 250 green card commuters. Questions were asked on: (1) Demographics; e.g., age, nationality, and marital status; (2) education and training; (3) work experience; (4) expenditures; e.g., amount of earnings usually sent to country of origin; and (5) experiences with social insurance, welfare, and health care agencies in the United States.

Among the findings were: (1) Most of the apprehended illegal aliens who were interviewed for this study were young disadvantaged adults who came from less developed countries to find employment in the United States, primarily in low-wage, low-skill, and low-status jobs; (2) more than one-fifth of them were paid below the minimum wage; (3) only 16 percent were union members; (4) the respondents sent an average of $105 a month to their homelands; and (5) the illegal alien workers in the sample were significantly more likely to have participated in "tax-pay systems" than to have used tax-supported programs. For example, most reported having had social security and Federal income taxes withheld from their pay, while only 27 percent used hospitals or clinics, 4 percent collected one or more weeks of unemployment insurance, 1 percent secured food stamps, and 0.5 percent received welfare payments.

THE CHARACTERISTICS AND ROLE OF ILLEGAL ALIENS IN THE U.S. LABOR MARKET: AN EXPLORATORY STUDY

David North and Marion F. Houstun
March 1976

Report Descriptors: IMMIGRATION; ALIENS; EMPLOYMENT PATTERNS; LABOR MARKET BEHAVIOR

NTIS PB252616/AS

3-030 MINORITIES IN THE LABOR MARKET

THE UNIVERSITY OF KENTUCKY
LEXINGTON, KY.

Dr. George Wilber

Grant 21-21-74-08
Project completed fiscal year 1976

Descriptors: INCOME; DISCRIMINATION; LABOR FORCE PARTICIPATION; MINORITIES; SPANISH-SPEAKING AMERICANS; INDIANS; OCCUPATIONAL MOBILITY

This study analyzed employment discrimination against Spanish Americans, American Indians, and American Orientals. The objectives were to: (1) Measure, describe, and assess labor force participation of the groups; (2) describe and explain their occupational achievement and occupational mobility; and (3) describe and explain their earnings from employment. Special attention was given to age and sex differentials and to the subgroups of the Spanish American population.

Information is from the 1-percent Public Use Sample of the 1970 census. Occupation scores were calculated to measure occupational achievement and mobility; an index of dissimilarity measured degrees of discrimination; and descriptive cross-tabulations, analysis of variance, and regression models measured factors related to labor force participation and accomplishments among the groups. The findings were compared with data on the black and the majority population groups.

The researchers found that overall: (1) Color-ethnic-sex inequalitities in employment, occupational achievement, job mobility, and earnings permeate the American labor market. (2) When persons of Mexican, Puerto Rican, and Cuban origin and American Indians and blacks are compared with whites who have comparable levels of education and training, these inequalities diminish but do not disappear. (3) White women as well as women in these minority groups are subject to discrimination based on sex that is far more severe than color-ethnic discrimination. (4) Inequalities among women in the job market are comparatively small, and the status of these minority women is not consistently lower than that of white women. (5) Persons of Oriental descent in the United States generally compare favorably with whites in their labor force participation, employment, occupational achievement, job mobility, and earnings. Evidence from the 1970 census indicates that: (a) The status of Japanese and Chinese men and women is very much like that of white men and women, (b) Filipino men rank well below white men, but Filipino women tend to outrank white and all other women, (c) Korean men have achieved the highest occupational level and earnings in the United States, a record not matched by Korean women. These generally high levels of accomplishment are attributable to the educational attainment of the "new generation" of Orientals. Nevertheless, sex inequalities are prominent, with the earnings of Oriental men about double those for Oriental women.

Additionally, comparisons of color-ethnic minorities in major regions and metropolitan areas in the United States indicate that (1) levels of employment, occupational achievement, and earnings differ by location, but that the overall rankings of minorities are not modified within areas, (2) levels of participation and achievement tend to be highest in areas where a minority is most numerous, one exception being Cubans in Miami, and (3) achievements of minorities in the labor market are dependent on their minority characteristics and such determinants as their educational attainment than on their regional or metropolitan location. This part of the report (volume III) provides detailed data from the 1970 census for persons of Mexican, Puerto Rican, and Cuban descent and for Japanese, Chinese, Filipinos in this country, as well as for American Indians and blacks.

MINORITIES IN THE LABOR MARKET

VOLUME I, SPANISH AMERICANS AND INDIANS IN THE LABOR MARKET

George L. Wilber, Robert J. Hagan, Daniel E. Saco, and Alfonso C. del Fierro, Jr.
January 1976

Report Descriptors: INCOME; DISCRIMINATION; LABOR FORCE PARTICIPATION; MINORITIES; SPANISH-SPEAKING AMERICANS; OCCUPATIONAL MOBILITY

NTIS PB250417/AS

MINORITIES IN THE LABOR MARKET

VOLUME II, ORIENTALS IN THE AMERICAN LABOR MARKET

George L. Wilber, Robert J. Hagan, Daniel E. Saco, and Alfonso C. del Fierro, Jr.
January 1976

Report Descriptors: INCOME; DISCRIMINATION; LABOR FORCE PARTICIPATION; ORIENTALS; MINORITIES

NTIS PB250418/AS

MINORITIES IN THE LABOR MARKET

VOLUME III, METROPOLITAN AND REGIONAL INEQUALITIES AMONG MINORITIES IN THE LABOR MARKET

George L. Wilber and Robert J. Hagan
January 1976

Report Descriptors: MINORITIES; URBAN AREAS; LABOR FORCE PARTICIPATION; INCOME; DISCRIMINATION; OCCUPATIONAL MOBILITY

NTIS PB250419/AS

3-031 The National Longitudinal Surveys: Lessons for Human Resource Policy

OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Dr. Herbert S. Parnes

Contract 20-39-76-04
Project completed fiscal year 1976

Descriptors: LABOR MARKET BEHAVIOR; NATIONAL LONGITUDINAL SURVEY; BLACK/WHITE; LABOR MOBILITY; TRAINING; EMPLOYMENT PATTERNS

The paper described the National Longitudinal Surveys that trace the labor market behavior of four cohorts—men aged 45-59, women aged 30-44, and young men and women aged 14-24—and discussed findings, including the following: (1) Most individuals have satisfactory labor market experiences; (2) health is an important factor in labor market success, e.g., those persons having health problems are more likely to drop out of the labor market and to have lower earnings while working; (3) students who know more about the labor market subsequently do better; (4) race and sex discrimination are evident in the data; (5) training outside the regular school system leads to improved labor market success (training, therefore, should be encouraged for improving minority and female employment); and (6) in a period of high labor demand, workers tend to advance more rapidly, race and sex differentials diminish, and investments in education and training have a greater payoff. The author concludes that full employment is essential for effective human resources policy.
February 1976

3-032 Negro Employment in the South: The Federal Service and the Construction Industry

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Contract 81-46-70-24
Project completed fiscal year 1975

FOSTERING MINORITY ENTERPRISE IN CONSTRUCTION

Dr. Robert W. Glover
June 1974

Report Descriptors: APPRENTICESHIP; CONSTRUCTION INDUSTRY; ETHNIC GROUPS; MINORITY BUISNESS ENTERPRISE; UNIONS

NTIS PB243482/AS

3-033 Negro Occupational Status and Education: Special Analysis Under the "Negro Employment in the Seven Southern SMSA's" Study

THE UNIVERSITY OF KENTUCKY RESEARCH FOUNDATION
LEXINGTON, KY.

Grant 21-21-74-27
Project completed fiscal year 1975

Dr. Virgil L. Christian, Jr.
November 1974

Report Descriptors: BLACKS; ECONOMIC STATUS; OCCUPATIONAL STATUS; EDUCATIONAL ATTAINMENT; SOUTHERN STATES; BLACK/ WHITE; EMPLOYMENT PATTERNS; MIGRATION; METROPOLITAN AREAS

NTIS PB257217/AS

3-034* ORD's Rural Work: Synthesis for CETA Practitioners

OREGON STATE UNIVERSITY
CORVALLIS, ORE.

Dr. Gary W. Sorenson, Director, Institute for Manpower Studies

Grant 21-46-76-12
Project still in progress

Descriptors: AREA PLANNING; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; STATE-OF-THE-ART PAPERS; RURAL AREAS; LABOR MARKET INFORMATION

This report, or "pull-together," is offered for the benefit of program managers, CETA staff at all levels, and Federal representatives, as well as the academic community and others interested in employment and training programs and policy. Its objectives are: (1) To

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

relate a portion of ORD research and development work in the rural areas to current regulatory requirements involving CETA planning, labor market analysis, needs assessment, and program design; (2) to relate this R&D experience to existing and emerging policy issues; and (3) to identify unanswered research questions for the benefit of scholars and offer constructive criticism or comment about the methodology and content of previous ORD reports.

3-035 PROJECT VEHTS (VERSATILE EMPLOYMENT OF HEALTH-TRAINED SERVICEMEN) TO ASSIST CIVILIAN HOSPITALS IN HIRING AND RETAINING MILITARY-TRAINED PERSONNEL

ROBERT R. NATHAN ASSOCIATES, INC.
WASHINGTON, D.C.

Contract 82-11-71-42
Project completed fiscal year 1974

PROJECT VEHTS- FIRST INTERIM REPORT

Edward D. Hollander
June 1972

Report Descriptors: VETERANS; HEALTH MANPOWER; UPGRADING; MILITARY TRAINING; OCCUPATIONAL LICENSING; LABOR SUPPLY; ILLINOIS, CHICAGO

NTIS PB212626/AS

PROJECT VEHTS (VERSATILE EMPLOYMENT OF HEALTH-TRAINED SERVICEMEN)—FINAL REPORT,JUNE 1973

Harriet M. Kriesberg and Edward D. Hollander
December 1973

Report Descriptors: VETERANS; HEALTH MANPOWER; UPGRADING; MILITARY TRAINING; OCCUPATIONAL LICENSING; LABOR SUPPLY; ILLINOIS, CHICAGO

NTIS PB227717/AS

MEDICAL VETERAN UTILIZATION MANUAL

Robert R. Nathan Associates
December 1973

Report Descriptors: HEALTH MANPOWER; VETERANS; VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN; COUNSELING AND GUIDANCE; JOB DEVELOPMENT; HANDBOOKS

NTIS PB227902/AS
Available from Robert R. Nathan Associates, 1200 18th Street, NW., Washington, D.C. 20036.

MEDICAL VETERAN INTERVIEWING GUIDE

Robert R. Nathan Associates, Inc.
March 1974

Report Descriptors: HEALTH MANPOWER; VETERANS; VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN; COUNSELING AND GUIDANCE; JOB DEVELOPMENT; HANDBOOKS
Available from Robert R. Nathan Associates, 1200 18th Street, NW., Washington, D.C. 20036.

3-036 RURAL LABOR MARKETS

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

OEO Grant 61202
Project completed fiscal year 1974

PUBLIC FINANCE AND PUBLIC EMPLOYMENT IN THE RURAL SOUTH

R. Lynn Rittenhoure, Center for the Study of Human Resources
March 1974

Report Descriptors: RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS; SOUTHERN STATES; TAXES
Available from the Center for the Study of Human Resources, University of Texas, Austin, Tex. 78712.

RURAL WHITE POVERTY IN THE MID-SOUTH

Lewis H. Smith and Brian Rungeling, Center for the Study of Human Resources
1973

Report Descriptors: RURAL AREAS; ETHNIC GROUPS; POVERTY; MIDSOUTHERN STATES
Available from the Center for the Study of Human Resources, University of Texas, Austin, Tex. 78712.

RURAL WORKERS IN RURAL LABOR MARKETS

Dr. F. Ray Marshall
1974

Report Descriptors: RURAL AREAS; LABOR MOBILITY
Available from Olympus Publications, 937 East 9th, S. Salt Lake City, Utah.

ECONOMIC DEVELOPMENT, BLACK EMPLOYMENT AND BLACK MIGRATION IN THE NONMETROPOLITAN DEEP SOUTH

James L. Walker
1973

Report Descriptors: RURAL AREAS; ECONOMIC DEVELOPMENT; POVERTY; LABOR MOBILITY; BLACKS; MIGRATION; EMPLOYMENT OPPORTUNITIES; NONMETROPOLITAN AREAS; SOUTHERN STATES
Available from the Center for the Study of Human Resources, University of Texas, Austin, Tex. 78712.

NATIVE AMERICANS IN RURAL AND URBAN POVERTY

Robert Weinstein
1973

Report Descriptors: POVERTY; INDIANS; RURAL AREAS; URBAN AREAS
Available from the Center for the Study of Human Resources, University of Texas, Austin, Tex. 78712.

3-037 RURAL MANPOWER POLICY RESEARCH GROUP

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 21-26-73-52 (formerly Contract 82-26-71-44)
Project completed fiscal year 1975

ESSAYS ON THE PUBLIC EMPLOYMENT PROGRAM IN RURAL AREAS

Deborah Johnson and Dr. Collette Helen Moser, eds.
September 1973

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS

NTIS PB226488/AS
Also available from Center for Rural Manpower and Public Affairs, Michigan State University, East Lansing, Mich. 48823.

MANPOWER SERVICES IN RURAL AMERICA: PROCEEDINGS OF A CONFERENCE, DEC. 13-14, 1973

Dr. Collette Helen Moser, ed.
1974

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; MANPOWER PLANNING AND ADMINISTRATION; SERVICE DELIVERY SYSTEMS; CONFERENCES

Available from Center for Rural Manpower and Public Affairs, Michigan State University, East Lansing, Mich. 48823.

MANPOWER PLANNING FOR JOBS IN RURAL AMERICA: PROCEEDINGS OF A CONFERENCE, DEC. 14-15, 1972

Dr. Collette Helen Moser, ed.
March 1973

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; MANPOWER PLANNING AND ADMINISTRATION; CONFERENCES

NTIS PB220827/AS
Also available from Center for Rural Manpower and Public Affairs, Michigan State University.

LABOR MARKET INFORMATION IN RURAL AREAS: PROCEEDINGS OF A CONFERENCE, FEB. 22-23, 1972

Dr. Collette Helen Moser, ed.
May 1972

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; LABOR MARKET INFORMATION; RURAL AREAS; CONFERENCES

NTIS PB218796/AS
Also available from Center for Rural Manpower and Public Affairs, Michigan State University.

RURAL WOMEN WORKERS IN THE 20TH CENTURY: AN ANNOTATED BIBLIOGRAPHY

Dr. Collette Helen Moser and Deborah Johnson
1973

Report Descriptors: WOMEN'S OCCUPATIONS; RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; BIBLIOGRAPHIES

NTIS PB226487/AS

3-038* SECRETARY'S INVITATIONAL CONFERENCE ON LONGITUDINAL STUDY OF MEN IN PRE-RETIREMENT YEARS

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Dr. Seymour Wolfbein, School of Business Administration

Grant 21-42-76-04
Project still in progress

Descriptors: LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS; OLDER WORKERS; LABOR FORCE PARTICIPATION; LABOR MOBILITY; TRANSITION FROM WORK TO RETIREMENT

Scholars, administrators, and other employment and training experts in and out of Government will present and discuss papers analyzing data on the cohort of middle-aged men from the National Longitudinal Surveys. (The men, aged 45 to 59 at the beginning of of the surveys, are one of four population cohorts whose labor market behavior is being traced.)

The conference will be held on December 16 and 17, 1976. Discussion of the employment and preretirement experiences of the middle-aged men will seek implications for national policy and program application.

3-039 SERVICE EMPLOYMENT, COLLECTIVE BARGAINING, AND THE LOW-WAGE LABOR MARKET

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Contract 81-23-70-08
Project completed fiscal year 1974

EXPLORATIONS IN LOW PAY, COLLECTIVE BARGAINING, AND ECONOMIC MOBILITY

Peter B. Doeringer
August 1973

Report Descriptors: COLLECTIVE BARGAINING; LOW INCOME; LOW-WAGE INDUSTRIES; SERVICE INDUSTRIES; DUAL LABOR MARKETS; OCCUPATIONAL MOBILITY; GREAT BRITAIN; JAPAN; SWEDEN

NTIS PB223957/AS

3-040* SOCIOECONOMIC DETERMINANTS OF URBAN POVERTY AREA WORKERS' LABOR FORCE PARTICIPATION AND INCOME

UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Dr. James R. Pinkerton, College of Administration and Public Affairs

Grant 21-29-74-12
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: AGE DIFFERENCES; FAMILIES; MOTIVATION; GHETTO RESIDENTS; URBAN PROBLEMS; LOW-WAGE JOBS; UNDEREMPLOYMENT; SERVICE DELIVERY SYSTEMS; MEN; LABOR MARKET BEHAVIOR; PREDICTION OF SUCCESS IN PROGRAMS; LABOR FORCE PARTICIPATION; ILLINOIS, CHICAGO; MISSOURI, ST. LOUIS; TEXAS, SAN ANTONIO

This project focuses on the socioeconomic characteristics of urban male workers aged 16 to 64 who are living in low-income neighborhoods, in order to identify the various factors in ghetto life that combine and accumulate to cause individuals to perform poorly in the labor market or never to enter the labor market. New knowledge, based on comprehensive analyses of the characteristics of the poor and the totality of forces that made it possible for some workers to break out of poverty while others cannot, will help to guide policymakers in distinguishing those clients who would have success in manpower and other remedial programs as opposed to those who would exhibit failure characteristics. This would help determine appropriate manpower program approaches and improved methods of service delivery for various groups.

The study is employing two specific computerized techniques (Automatic Interaction Detector and Multiple Classification Analysis) to examine data in the 1970 Census Employment Survey (CES) and obtain predictive values on ghetto residents' labor force participation and income. CES poverty areas in Chicago, St. Louis, and San Antonio are being studied. Among the characteristics analyzed are rural/urban background, race/ethnicity, education, age, education of wife, family income, and adequacy of housing.

3-041* STUDY OF PUBLIC UTILITY INTERNAL LABOR MARKET

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Dr. Myron L. Joseph

Grant 21-42-73-43
Project still in progress

Descriptors: INTERNAL LABOR MARKET; LABOR MARKET INFORMATION; PUBLIC UTILITIES; UPGRADING; OCCUPATIONAL MOBILITY; MINORITIES

This project—the outgrowth of a feasibility study (grant 92-42-72-34)—examines: (1) The effects of the employment policies of a public utility on the composition and advancement of different groups in its work force; and (2) the firm's recruiting practices and its internal labor market.

Sources of data for the study are: (1) Interviews with company personnel and industrial relations officials; and (2) the files of job applicants and the records of the personnel, payroll, and industrial relations sections.

3-042* STUDY OF THE PITTSBURGH PLAN

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Otto A. Davis

Grant 21-42-74-20
Project still in progress

Descriptors: MINORITIES; CONSTRUCTION INDUSTRY; RECRUITMENT; TRAINING; TURNOVER; UNION ENTRY; CRAFT WORKERS; AFFIRMATIVE ACTION PLANS; PREAPPRENTICE TRAINING; PENNSYLVANIA, PITTSBURGH

The project will examine the Pittsburgh Plan for placing a proportionate representation of minorities in the skilled crafts construction unions of Allegheny County. Its objectives are to determine the causes of such problems as the significant turnover of trainees and the less than adequate ability of those who have gone through the program to pass union tests. It will also develop a management systems model for a successful affirmative action plan by: (1) Identifying variables for successful minority participation in the form of guidelines for recruitment, selection, and placement; (2) establishing a quantitative assessment system to measure program performance in terms of recruitment, selection, training, placement, and followup; and (3) providing technical assistance to the program's management.

To accomplish this, the project staff will: (1) Use questionnaires and personal interviews to obtain a detailed description of personal characteristics and attitudes of those who complete the training and those who drop out; (2) assess the three training organizations involved in the preapprenticeship program; (3) collect data from field supervisors and followup counselors and demographic data on a sample of nonminority apprentices; and (4) determine the ramifications of placement as a "holding operation" for those trainees who have taken the union test but have not yet been placed.

3-043 A STUDY OF UNEMPLOYMENT INSURANCE EXHAUSTEES

MATHEMATICA POLICY RESEARCH
PRINCETON, N.J.

Mary J. Scowropt

Contracts 20-34-74-23 and 11-34-74-01
Project completed fiscal year 1976

Descriptors: WELFARE RECIPIENTS; INCENTIVES; FAMILIES; JOB SEARCH; LABOR FORCE BEHAVIOR; TRANSITION TO WORK; DURATION OF UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT BENEFIT EXHAUSTEES

The primary objectives of the study were to investigate the labor market behavior of the exhaustees in the postexhaustion period and to determine the economic impact on exhaustee families of the loss of unemployment insurance (UI) benefits. The study was also concerned with the policy implications of increasing or extending benefits. Data were collected from 2,000 individuals who exhausted their regular UI benefits in October 1974. These individuals were located in the diverse labor markets of Atlanta, Baltimore, Chicago, and Seattle.

Three in-person interviews were conducted with this sample of UI exhaustees: (a) At the time they exhausted their benefits—in October 1974; (b) 4 months after benefit exhaustion—in February 1975; and (c) 1 year after exhaustion—in November 1975.

The major findings of the study are:

1. The exausteees tended to be workers with a strong attachment to the labor force. No significant evidence was found that the sample as a whole used the UI system as a long-term income support.

2. Four months after the initial benefit exhauston, the overall reemployment rate was between 24 and 25 percent. After 1 year, this had reached only 36 percent. The timing of reemployment did not show any significant support for the hypothesis that UI is a work disincentive.

3. During the postexhaustion year, 59 percent of the sample reported receiving some UI benefits. Of those who did not receive extensions of benefits, most were either ineligible because their benefit year ended too soon or ineligible by reason of substantial employment or they were out of the labor force.

4. Withdrawal from the labor force was substantial—14 percent had dropped out of the labor force after 4 months; a year afterward, this figure had risen to over 24 percent. Many of the exhaustees who had withdrawn from the labor force still wanted a job, but were no longer looking because they felt none were available.

5. Relatively few exhaustees received means tested transfer program benefits both because few were eligible and because of low participation rates among those eligible. At some time during the year of exhaustion, 7.3 percent received Aid to Families with Dependent Children (AFDC) or AFDC-Unemployed Parent benefits, and 24.4 percent received food stamps. The percentages receiving benefits at any one time were considerably less.

6. Of those who had employment-related health insurance before becoming unemployed, more than half were not covered by insurance for some period after loss of their job—most for more than 40 weeks and one-third with no coverage at all 1 year after benefit exhaustion.

The final reports also include information on adjustments in assets and consumption and offer an examination of various policy alternatives such taxation of UI benefits and an increase in State benefit maximums. Two final reports have been produced in connection with this study. The first report "A Longitudinal Study of Unemployment Insurance Exhaustees," presents detailed findings from the first two interview waves. The second report, entitled "Experiences of Unemployment Insurance Recipients During the First Year after Exhausting Benefits," reviews important findings from all three interview waves, while focusing on the results from the third wave interview.

3-044 STUDY ON MANPOWER FOR THE COAL INDUSTRY, 1974-1980

LEO KRAMER, INC.
WASHINGTON, D.C.

Contract 20-11-74-17
Project completed fiscal year 1975

COAL MANPOWER PROJECTIONS, 1980

Dr. Ewan Clague
September 1974

Report Descriptors: MINING; MANPOWER NEEDS; LABOR DEMAND; EMPLOYMENT OPPORTUNITIES; SKILLED WORKERS; LABOR SUPPLY; MANPOWER PROJECTIONS

NTIS PB241785/AS

3-045* TOBACCO MECHANIZATION AND RESOURCE ADJUSTMENT IN THE TOBACCO INDUSTRY: A RESEARCH PROGRAM

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.

Dr. Dale Hoover, Department of Economics

Grant 21-37-73-25
Project still in progress

Descriptors: TOBACCO; MECHANIZATION; LABOR SUPPLY; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; SOUTHEASTERN STATES; INCOME; LONGITUDINAL SURVEYS

This study is investigating whether impending changes in flue-cured tobacco production and curing processes threaten the labor force in tobacco-dependent areas of the southeastern United States with significant labor dislocation.

Data were collected in 1973 from a random sample of individuals and households in several counties in eastern North Carolina to estimate how dependent family incomes are on tobacco harvesting and curing. The area was resurveyed in the spring of 1975. Results are being compared with census and other secondary data in an analysis of the probable reactions of the labor force to forthcoming mechanization.

Preliminary results of computer simulations have shown that job displacement will be substantial under any conditions of tobacco demand. If constant demand for tobacco is assumed, it is estimated that, by 1980, mechanization will cut the number of hours required of hired harvest workers by 47 percent from the level prevailing in 1972. This would involve a loss of 10,000 harvest jobs. Black female-headed families, the very young, and the very old are expected to be hurt the most, and this loss of employment and income will precipitate increased outmigration to other labor market areas.

***Ongoing project — final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS – report is available from National Technical Information Service.

3-046 WOMEN AND WORK PROJECT

CENTER FOR COMMUNITY CHANGE
WASHINGTON, D.C.

Dr. Patricia C. Sexton

Grant 21-11-75-15
Project completed fiscal year 1976

Descriptors: STATE-OF-THE-ART PAPERS; WOMEN

The purpose of this grant was to review, synthesize, and analyze R&D findings concerned with women workers. The researcher reviewed all completed and ongoing R&D work sponsored by the Employment and Training Administration, plus related literature that dealt with women and jobs, male-female wage differentials and causes, job discrimination, training and education bias, and accessibility of women to nontraditional occupations.

Findings and recommendations have been developed with notations made of gaps in research areas in which information needs to be more fully developed.

The results are intended for the use of the Department of Labor and other Government agencies agencies, employment and training practitioners in the public and private sector, elected officials, educators, professional associations, and employers.

WOMEN AND WORK
ETA R&D MONOGRAPH 46, FORTHCOMING.

3-047* WOMEN AND PART-WEEK WORK

SCHOOL OF BUSINESS, AUBURN UNIVERSITY
AUBURN, ALABAMA

Ethel B. Jones

Contract 21-01-76-21
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR MARKET BEHAVIOR; PART-TIME EMPLOYMENT; WORK SCHEDULES

This is a longitudinal examination of the role of part-week employment for women who combine market work with work in the home. Specifically, it will: (1) Measure, the extent of attachment to part-week and full-week work; (2) test the effect of certain economic and demographic variables on the attachment to full-week or part-week work: (3) examine the impact or work experience (full-week/part-week/ out of labor force) on current earnings; and (4) examine whether turnover and duration of unemployment differ between full-week and part-week employment.

The data sources used are the results of surveys taken during 1967-73 of women 30 to 44 years of age and in 1968-73 of women 14 to 24 years of age by the National Longitudinal Survey of work experience.

3-048* THE YOUTH LABOR MARKET: A DYNAMIC OVERVIEW

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Joseph R. Antos and Wesley S. Mellow

Agreement 20-11-76-47
Project still in progress

Descriptors: YOUTH; WAGES; TURNOVER; UNEMPLOYMENT; LABOR FORCE BEHAVIOR; EMPLOYMENT PATTERNS

The project is analyzing data from the young men's and young women's cohorts of the National Longitudinal Surveys to examine changes that facilitate the labor market success (or failure) of youth aged 18 to 24. The researchers are looking at the following: (1) Factors that are significant in determining whether the youth are unemployed, out of the labor force, attending college or post-high school vocational or technical training, or working at career ladder or dead end jobs; (2) factors that explain different wage rates among full-time workers; e.g., impact of unionization, labor market conditions, and location of the firm; and (3) determinants of voluntary and involuntary turnover, incidence and duration of unemployment, and changes in wage rates induced by job changes.

The results of the study should have implications for many job-related issues; e.g., finding out whether unemployment among youth results in productive job searches or simply involuntary idling of valuable human resources and whether job changing improves a person's employment. The study should also help determine whether employers use race and sex to screen youth into minimal jobs—and, if so, whether the screening process is ultimately eroded as women and minorities prove themselves in the marketplace.

3C. EMPLOYER PRACTICES

3-049* DEMONSTRATION PROJECT FOR THE ESTABLISHMENT OF A DOMESTIC CLEARINGHOUSE AND INFORMATION NETWORK ON PRODUCTIVITY AND QUALITY OF WORKING LIFE

WORK IN AMERICA INSTITUTE, INC.
NEW YORK, N.Y.

Grant 21-36-75-17
Project still in progress

Descriptors: BIBLIOGRAPHIES; ORGANIZATIONAL ENVIRONMENT; JOB SATISFACTION; ORGANIZATIONAL

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

STRUCTURE; PRODUCTIVITY; INFORMATION SYSTEMS; INCENTIVES; QUALITY OF EMPLOYMENT; JOB STRUCTURE; WORKER PARTICIPATION IN MANAGEMENT

The network and clearinghouse will be designed to provide channels of communication (1) between those with knowledge of successful or innovative methods of compensation, organization of work and worktime, matching of workers and jobs, or other approaches to more effective utilization of human resources and employers (government or nongovernment) and unions that want to improve their productivity and the quality of working life and (2) among experts and experimenters in the field, to minimize duplication of effort and to maximize interchange of technical knowledge.

The network will: (1) Locate and learn about efforts to redesign work, increase productivity, or change other aspects of working life; (2) obtain information about the success or lack of success and the costs and benefits of various approaches and experiments and the barriers to adapting them to different conditions; (3) disseminate information rapidly to interested unions and employers and assist them in using it; (4) facilitate interchange of information and ideas among universities, individual experts, and employers and unions; and (5) serve the technical information needs of the public, private, and nonprofit sectors and develop special information of particular value to each.

3-050* A DEMONSTRATION PROJECT TO DEVELOP AND TEST A JOB-SHARING AND FLEXIBLE WORK TIME ARRANGEMENT IN WISCONSIN CIVIL SERVICE

STATE BUREAU OF HUMAN RESOURCES SERVICES
MADISON, WIS.

William F. Grenier

Grant 21-55-76-11
Project still in progress

Descriptors: WORK SCHEDULES; WORK ROLES; PART-TIME EMPLOYMENT; JOB RESTRUCTURING; JOB SATISFACTION

The grantees will arrange, for job sharing with flexible work hours under the Wisconsin State civil service system in order to test the feasibility of such work arrangements and the need for them. The shared jobs will be developed for underemployed or unemployed women and older workers in entry or higher level professional, administrative, and technical positions normally requiring full-time work hours. The project will test hypotheses and measure productivity, analyze research results, and devise and utilize an evaluation system.

Twenty-five or more full-time jobs will be committed by State agencies and developed into 50 or more part-time job-sharing positions. these positions will be publicly announced for application purposes. Applicants will be classified by sex and age and randomly selected for job-sharing assignments. Two groups will be randomly selected for control and comparative analysis. In addition, a survey of State workers nearing retirement will be conducted to determine their willingness to begin the transition from full-time to job-sharing work hours.

The on-the-job experiences of those formerly unemployed or underemployed professionally qualified women and older workers who participate in the project may have long run implications for modifying the rigidity that frequently characterizes present working hours and conditions in industry. In addition to the final report, a replication manual will be prepared to make it possible for other local governments and private industry to use the project design and findings.

3-051* DEVELOPMENT OF A THEORY OF DISCRIMINATION: A SYSTEMS APPROACH

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Department of Economics

Purchase Order 20-48-76-56
Project still in progress

Descriptors: DISCRIMINATION; METHODOLOGY; HIRING PRACTICES; EMPLOYMENT; BLACK/WHITE; UPGRADING

The researcher is developing a detailed "systems" theory of discrimination. For this purpose, he is: (1) Collecting empirical evidence on the individuals and institutions involved in the discrimination process; (2) developing in detail the concept of power; (3) developing hypotheses to enable him to test the systems theory; and (4) designing a process to test these hypotheses. The results of this systems approach should be helpful in formulating programs to eliminate discrimination in the labor market.

3-052* EFFECTIVENESS IN WORK ROLES

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Stanley E. Seashore and Dr. Robert P. Quinn, Institute of Social Research

Grant 92-26-72-35
Project still in progress

Descriptors: WORK ENVIRONMENT; LIFESTYLES; WORK ROLES; WORK ATTITUDES; HEALTH AND SAFETY ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; WORK INCENTIVES; PRODUCTIVITY; WORKING CONDITIONS; SOCIAL INDICATORS; LONGITUDINAL SURVEYS; MEANING OF WORK

This study is an investigation of the relationship between working conditions and measures of effectiveness in the performance of work roles as viewed from the perspective of the employee, the employer, and society. The study will develop improved models and operational procedures for measuring working conditions, investigate some of the personal and situational factors that limit the association between working conditions and effectiveness, and compare alternative measurement techniques. The second longitudinal phase will examine the cause-effect relationship between working conditions and worker

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

attitudes, performance, absenteeism, turnover, and community involvements.

Interviews and observations have been completed for 651 employees in 5 different employing organizations. Data are obtained through direct observation, employee interviews, and supervisor interviews. The second phase will collect similar data on 300 of the same workers about 19 months subsequent to the original data collection.

The attempt to use observational techniques to assess working conditions proved to be successful for some dimensions and promises to be an attractive complement to interviewing. The Quality of Employment Indicator, developed in another study to measure working conditions, is a strong predictor of job satisfaction but varies in its ability to predict 10 other criteria of effectiveness such as work-related illness, turnover, performance, self-esteem, and life satisfaction.

JOB SATISFACTION: IS THERE A TREND?

Dr. Robert P. Quinn, Graham L. Staines, and Margaret R. McCullough
1974

Report Descriptors: WORK ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; MEANING OF WORK; LITERATURE REVIEW
GPO MANPOWER RESEARCH MONOGRAPH NO. 30

VALIDATING QUALITY OF EMPLOYMENT INDICATORS- REPORT NO. 1

Cortlandt Cammann, Dr. Robert P. Quinn, Terry A. Beehn and Nina Gupta
May 1975

Report Descriptors: SOCIAL INDICATORS; WORK ENVIRONMENT; WORK ATTITUDES; HEALTH AND SAFETY ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; WORK INCENTIVES; PRODUCTIVITY; WORKING CONDITIONS; MEANING OF WORK

NTIS PB241907/AS

MEASURING WORKING CONDITIONS THROUGH STANDARDIZED ON-THE-JOB OBSERVATIONS-REPORT NO. 2

David A. Nadler and G. Douglas Jenkins, Jr.
May 1975

Report Descriptors: METHODOLOGY; WORKING CONDITIONS; QUALITY OF EMPLOYMENT WORK ENVIRONMENT; PRODUCTIVITY; JOB ENRICHMENT

NTIS PB241908/AS

3-053 Employer Tax Credit and the Employment of WIN Registrants

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Grant 42-27-73-07
Project completed fiscal year 1974

3-054* Employment of Handicapped in State Civil Service

STATE OF WISCONSIN—DEPARTMENT OF ADMINISTRATION
MADISON, WIS.

Carol Lobes

Grant 21-55-74-30
Project still in progress

Descriptors: EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; ON-THE-JOB TRAINING (OJT); SHELTERED WORKSHOPS; HIRING PRACTICES; CIVIL SERVICE SYSTEM; HANDICAPPED; RETARDED

The project is designed to develop, test, and demonstrate the implementation and operation of a sheltered work situation in a State civil service system where the less severely mentally and emotionally handicapped people will be rehabilitated through training and employment in a specific job. This would allow their absorption into a regular work setting in the State civil service system, where they would receive the same wages and privileges as the nonhandicapped. The grantee will take steps to stabilize and make permanent these procedures and methods in the State system and provide a model for replication by other State and Federal agencies.

The grantee will arrange with other State agencies to conduct the project and will use the hire first/train later concept. As the clients develop skills in the jobs they are trained for, they will continue to work for the same agency or will be filtered out to similar jobs with other State agencies. All participants will be hired as permanent employees, classified as trainees, paid at the minimum wage during the trainee period, and eventually transferred to the classification and wages for which they are trained. A commitment will be required from participating agencies to provide permanent positions for the individual at the end of the training period.

PROJECT SKILL

Saul Parker, Richard F. McAllister, and David Touch
June 1975

Report Descriptors: HANDICAPPED; RETARDED; STATE AND LOCAL GOVERNMENTS; FILMS
ETA AVAILABLE ON LOAN FOR 1 WEEK AT A TIME.
National Audiovisual Center

FIRST YEAR REPORT ON PROJECT SKILL: DEMONSTRATION PROJECT ON EMPLOYMENT OF HANDICAPPED PERSONS IN STATE CIVIL SERVICE POSITIONS

April 1975

Report Descriptors: EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; ON-THE-JOB TRAINING (OJT); SHELTERED WORKSHOPS; HIRING PRACTICES; CIVIL SERVICE SYSTEM; HANDICAPPED; RETARDED

NTIS PB241238/AS

EMPLOYMENT OF HANDICAPPED IN STATE CIVIL SERVICE

April 1976

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

NTIS

3-055* Impact of Court Cases and Out-of-Court Settlements on Minority Employment

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Dr. F. Ray Marshall, Center for the Study of Human Resources

Grant 21-48-74-03
Project still in progress

Descriptors: MINORITIES; DISCRIMINATION; COURT CASES; HIRING PRACTICES; UNION ENTRY; UPGRADING; RECRUITMENT; INDUSTRY PRACTICES; SENIORITY SYSTEMS; UNION MANPOWER PRACTICES

This study assesses the effectiveness of selected court cases and out-of-court settlements on overcoming employment discrimination against minorities. Cases in various industries are selected by issue, with four or five cases per issue. The issues include: (1) Hiring and union entry; (2) upgrading and seniority systems; (3) job referral procedures; and (4) conditions of employment.

In examining the impact of the decisions, the grantee is considering the direct impact on the individual company affected, the indirect impact on other employers within the industry, and the indirect impact on employers in other industries. Questions such as the following are considered: What has been the impact in terms of income, employment, and changes in institutions such as hiring and promotion systems? Did the case cause basic institutional change or was the effect only of a one-shot nature? What are the effects of various techniques, including injunctions, fines, and trusteeships?

The main source of information is personal interviews with the parties involved in the cases, supplemented by a thorough literature search.

3-056 The Integration of Females into Male-Oriented Jobs: Experiences of Certain Public Utility Companies

UNIVERSITY OF SOUTH FLORIDA
TAMPA, FLA.

Dr. Herbert H. Meyer

Grant 21-12-75-18
Project completed fiscal year 1976

Descriptors: INTERNAL LABOR MARKETS; PUBLIC UTILITIES; UPGRADING; OCCUPATIONAL MOBILITY; WOMEN

The purpose of the study was to develop information and analyze the status of the integration of women into male-oriented jobs. Seven utility companies were be chosen for the project. Data were gathered from their records and from interviews with their personnel. Those interviewed included women in male-oriented jobs, their coworkers, subordinates, and managerial personnel.

The study found that integration efforts were generally more successful in the professional and managerial ranks than in jobs of the blue-collar variety. In managerial positions, women encountered fewer adjustment problems with regard to the gaining of acceptance and the cooperation of male coworkers and subordinates. In all job classifications, however, women were judged to be performing as well or better than their male peers.

Among the study's recommendations were: (1) The program to integrate women into male-oriented jobs must be monitored and coordinated by one or more staff persons having the respect and cooperation of management at all levels; (2) It must have the strong backing of key executives; (3) Special recruiting, selection, training, and followup programs are usually necessary to maximize the success of integration efforts.

Dr. Herbert H. Meyer and Mary Dean Lee
July 1976

Report Descriptors: ADJUSTMENT; WOMEN; JOB SATISFACTION; JOB PERFORMANCE; SUPERVISION

NTIS PBPB254621/AS

3-057* A Longitudinal Study of Employee Participation in Job Structuring

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Edward E. Lawler III, Institute for Social Research

Grant 21-26-74-16
Project still in progress

Descriptors: MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; LONGITUDINAL SURVEYS; QUALITY OF EMPLOYMENT; LIFESTYLES; WORKER PARTICIPATION IN MANAGEMENT; WORK ATTITUDES; JOB SATISFACTION; JOB STRUCTURE; ABSENTEEISM

This study will examine the consequences of behavioral science interventions intended to improve the quality of work at a newly opened medical supply manufacturing plant. The interventions, provided under another grant to the Human Interaction Research Institute, will be focused on employee participation in determination of job structure and work environment.

The level of work satisfaction, productivity, absenteeism, and other indicators of the quality of work will be compared with data at another plant manufacturing the same products. Changes during the study will also be examined. Furthermore, the study will examine the adaptation of workers to the work environment and the impact of participative decisionmaking on employee community roles and orientation toward life.

3-058* Organizational Selection and Employees' Careers: The Effects of

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Affirmative Action and Declining Growth on an Internal Labor Market

YALE UNIVERSITY
NEW HAVEN, CONN.

Dr. James Rosenbaum, Department of Sociology

Grant 21-39-76-14
Project still in progress

Descriptors: EMPLOYER MANPOWER PRACTICES AND POLICES; CAREER PATTERNS; MINORITIES; WOMEN; INTERNAL LABOR MARKETS; AFFIRMATIVE ACTION PLANS

This study will examine the selection process at entry and the opportunity structure within an internal labor market. It will focus on both supply and demand through a comparison of human capital and vacancy chain analyses. It will investigate the effects of education, skill training, affirmative action policies, and declining economic growth on selection, performance, and career advancement.

Personnel records of a large public utility will be analyzed for the period 1962-75.

3-059* Permanent Part-Time Employment: An Exploratory Analysis of Employer-Level Issues

GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Dr. Stanley D. Nollen and Brenda B. Eddy

Grant 21-11-75-16
Project still in progress

Descriptors: MANPOWER UTILIZATION; LABOR MARKET BEHAVIOR; LABOR DEMAND; EMPLOYMENT PATTERNS; PART-TIME EMPLOYMENT; EMPLOYER MANPOWER PRACTICES AND POLICIES; DISTRICT OF COLUMBIA

The objective of the proposed research is to make an exploratory assessment of the employer-level issues affecting the provision of permanent part-time employment—to identify the issues, clarify their relative importance, and suggest further research inquiries.

The study will consist of a review of the available literature on permanent part-time work, an indepth investigation of the experiences of a small number of individuals and organizations that have been innovators in the field, and personal and telephone interviews with staff of 50 to 75 organizations that are currently employing permanent part-time workers or have considered and rejected this option.

3-060 Pilot Manpower Training Advisory Service for Employers

UTAH STATE UNIVERSITY
LOGAN, UTAH

Dr. Gary B. Hansen

Grant 92-49-72-24
Project completed fiscal year 1976

Descriptors: COST EFFECTIVENESS; PRODUCTIVITY; ATTITUDES; ORGANIZATIONAL STRUCTURE; INTERNAL LABOR MARKET; EMPLOYER MANPOWER PLANNING; JOB PERFORMANCE; UPGRADING; EMPLOYER SERVICES; UTAH

The work undertaken in this project was part of an overall R&D effort to see whether the position of the employed work force can be enhanced by stimulating employer application of better manpower development and utilization practices. Specifically, this project explored the question of whether employers perceive a need for and will pay for diagnostic and advisory manpower management assistance from a small staff under the auspices of a university.

During the first year, the grantee set up a broad-based advisory council whose function was to aid the project in acquiring initial legitimacy and acceptance within the employer community. It also established working relationships with approximately 20 small- and medium-sized firms, representing a variety of industrial/occupational characteristics.

During the second year, the grantee analyzed various manpower management practices and provided free advice on ways of improving them; tested and refined selection criteria to identify the types of firms and manpower management problems that are appropriate targets for project services and offer the opportunity for experiences that can be generalized; and designed evaluation instruments for measuring the impact of project interventions upon the work forces of employer clients.

During the final year of work, the grantee sought to determine the value of project services as reflected in the willingness of employers to pay for such services.

MANPOWER ADVISORY SERVICE IN THE WORKPLACE: A MISSING LINK IN NATIONAL MANPOWER POLICY

Gary B. Hansen, Marion T. Bentley, et al
March 1976

Report Descriptors: COST EFFECTIVENESS; PRODUCTIVITY; JOB PERFORMANCE; ORGANIZATIONAL STRUCTURE; EMPLOYER MANPOWER PLANNING; UPGRADING; EMPLOYER SERVICES

NTIS

3-061 Research, Intervention, and Experience in Enhancing the Quality of Work Life

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Contract 81-06-72-09
Project completed fiscal year 1974

THE QUALITY OF WORKING LIFE, AN ANNOTATED BIBLIOGRAPHY

James C. Taylor with J. Landy, M. Levine, and D. R. Kamath
1973

Report Descriptors: JOB STRUCTURE; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; QUALITY OF EMPLOYMENT; WORK ATTITUDES; ORGANIZATIONAL ENVIRONMENT; LIFESTYLES; ASPIRATIONS; ORGANIZATIONAL STRUCTURE; BIBLIOGRAPHIES

NTIS PB218380/AS

CONCEPTS AND PROBLEMS IN STUDIES OF THE QUALITY OF WORKING LIFE

James C. Taylor
December 1973

Report Descriptors: JOB STRUCTURE; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; QUALITY OF EMPLOYMENT; WORK ATTITUDES; ORGANIZATIONAL ENVIRONMENT; LIFESTYLES; ASPIRATIONS; ORGANIZATIONAL STRUCTURE; STATE-OF-THE-ART PAPERS

NTIS PB229908/AS

3-062 Services at the Workplace: An Analysis of Experience and an Assessment of Feasibility

CENTER FOR RESEARCH ON THE ACTS OF MAN
PHILADELPHIA, PA.

Grant 21-42-73-07
Project completed fiscal year 1974

THE WORKPLACE REACHES OUT

VOL. 1

Dr. Samuel Z. Klausner, Dr. Robert H. Edelstein, and Dr. William Gomberg
January 1974

Report Descriptors: FRINGE BENEFITS; INDUSTRIAL MANAGEMENT; JOB SATISFACTION; CHILD DAY CARE; HEALTH; ECONOMIC ANALYSIS AND ECONOMETRICS; PENNSYLVANIA, DELAWARE VALLEY; LITERATURE REVIEW

NTIS PB236186/AS

VOL. 2

Dr. Samuel Z. Klausner, Dr. Robert H. Edelstein, and Dr. William Gomberg
January 1974

Report Descriptors: METHODOLOGY; JOB SATISFACTION; PENNSYLVANIA, DELAWARE VALLEY; BIBLIOGRAPHIES; LITERATURE REVIEW

NTIS PB236187/AS

3-063 A Study of Private Pension Plan Provisions Giving Rise to Involuntary Retirements

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Contract 81-11-71-16
Project completed fiscal year 1974

PENSION PROVISIONS AFFECTING THE EMPLOYMENT OF OLDER WORKERS

Harry E. Davis
April 1973

Report Descriptors: PENSIONS; RETIREMENT; OLDER WORKERS; AGE DISCRIMINATION IN EMPLOYMENT ACT; LABOR FORCE PARTICIPATION; TRANSITION FROM WORK TO RETIREMENT; WELFARE AND PENSION PLANS DISCLOSURE ACT
Monthly Labor Review, April 1973, pp. 41-45.

3-064 Supplemental Uses of the Workplace

HUNTER COLLEGE OF THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Grant 21-36-73-08
Project completed fiscal year 1974

NOT FOR WORK ALONE: SERVICES AT THE WORKPLACE

Dr. Hans B. C. Spiegel
February 1974

Report Descriptors: WORK ENVIRONMENT; WORKING CONDITIONS; WORKER PARTICIPATION IN MANAGEMENT; COLLECTIVE BARGAINING; COOPERATIVES; WORK ETHIC; MEANING OF WORK; WORK ATTITUDES; UNION ATTITUDES; FRINGE BENEFITS; JOB SATISFACTION; UNION MANPOWER PRACTICES; SERVICES TO WORKERS; LABOR-MANAGEMENT CONSORTIA

NTIS PB231307/AS

3-065* Survey of Training in Industry

BUREAU OF LABOR STATISTICS

Neal H. Rosenthal

Contract 20-11-74-16 (formerly 81-09-70-19)
Project still in progress

Descriptors: UPGRADING; PRIVATE INDUSTRY; METALWORKING INDUSTRY; ON-THE-JOB TRAINING (OJT); TRAINING PRACTICES

In this survey, BLS is attempting to collect data on enrollments and completions of entry level and upgrading training in the private sector. The project is building on a completed pilot study which concluded that data on em-

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

ployer-sponsored training could be successfully collected in a mail survey.

Selected metalworking industries are being surveyed to collect information on: (1) Length of training period; (2) reasons industry conducts occupational training; (3) how employees are selected for training; (4) job skills taught; (5) promotional opportunities and other benefits to the employee; (6) characteristics of the staff conducting the training; (7) type of training facilities utilized; (8) availability of training records; and (9) for firms not engaged in training activity, reasons establishments did not train their work force. Approximately 5,000 firms, selected from the files of the State unemployment insurance agencies, are included in the survey.

3-066 Wisconsin Maternity Leave and Fringe Benefits: Policies, Practices and Problems

STATE OF WISCONSIN, BUREAU OF COMMUNITY SERVICES, DEPARTMENT OF INDUSTRY, LABOR, AND HUMAN RELATIONS
MADISON, WIS.

Grant 21-55-73-22
Project completed fiscal year 1975

ECONOMIC IMPLICATIONS OF MATERNITY LEAVE

Jennifer Gerner
January 1975

Report Descriptors: SEX DESCRIMINATION; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; WOMEN; MATERNITY EMPLOYMENT PRACTICES; UNION ATTITUDES; FRINGE BENEFITS; INDUSTRY PRACTICES; WISCONSIN

NTIS PB239083/AS

3D. WORKER ATTITUDES

3-067 Employee Participation in Pay Plan Development

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Edward E. Lawler III, Institute for Social Research

Grant 21-26-74-13
Project completed fiscal year 1976

Descriptors: WORK INCENTIVES; JOB SATISFACTION; WORK ATTITUDES; WAGES; INCENTIVES; WORKER PARTICIPATION IN MANAGEMENT; PRODUCTIVITY

This study examined the attitudes and behavior of employees who participated in the design and administration of a pay plan in a small nonunion manufacturing firm. The pay plan was developed through committeees and wider voluntary employee participation in meetings outside of working hours. Both amount and method of pay were considered.

While somewhat lacking in technical skills and experience, employees reacted competently and responsibly to the opportunity to establish their pay system. They were able to agree upon a more rational system that significantly altered relative wage differentials. Overall wage levels increased but were not higher than prevailing rates for comparable work in the area.

While the absence of a control group limited the inferences the researchers could draw, the evidence strongly suggests that employees reacted more positively toward the firm after participating in decisions about the pay plan. They felt their pay was more equitable; were more satisfied with their pay, their jobs, and with how pay was administered; felt more involved in the organization; were less likely to look for a new job, and had an increased trust in management.

The last relationship is regarded as especially significant since it suggests that subsequent attempts to involve employees in decisionmaking are more likely to be successful. The authors also question the conventional wisdom that efforts at employee participation should begin with easy, moderately significant issues and suggest that an area as central as pay often may be a better alternative.

Dr. Edward E. Lawler III and G. Douglas Jenkins
August 1976

NTIS PB257161/AS

3-068 Organizational Experiences and Their Effects on the Attitudes of Employees, Including the Disadvantaged

AMERICAN JEWISH COMMITTEE
NEW YORK, N.Y.

Grant 92-36-72-23
Project completed fiscal year 1974

THE EFFECTS OF ORGANIZATIONAL EXPERIENCES ON EMPLOYEE ATTITUDES TOWARD WORK: A REVIEW OF RECENT R&D SPONSORED RESEARCH

Dr. Jules Cohn
April 1974

Report Descriptors: ORGANIZATIONAL ENVIRONMENT; JOB SATISFACTION; WORK ATTITUDES; MOTIVATION; MEANING OF WORK; LIFESTYLES; ETHNIC GROUPS; MINORITIES; STATE-OF-THE-ART PAPERS

NTIS PB231047/AS

3-069 Refinement and Validation of an Instrument for Diagnosing Jobs and Their Effects on Employees

YALE UNIVERSITY
NEW HAVEN, CONN.

Dr. J. Richard Hackman, Department of Administrative Sciences

Grant 21-09-74-14
Project completed fiscal year 1976

Descriptors: QUALITY OF EMPLOYMENT; JOB SATISFACTION; JOB RESTRUCTURING; TESTING; WORK ATTITUDES; MEANING OF WORK; JOB ENRICHMENT

The purpose of this project was to develop paper-and-pencil and observational procedures for assessing the motivational characteristics of tasks and jobs in organizations and for measuring employee responses to their jobs. These procedures were developed so as to be useful in both (a) diagnosing the properties of tasks and work systems prior to planned work redesign activities in organizations and (b) assessing and evaluating the results of work redesign projects. The instrument, called the Job Diagnostic Survey (or JDS), is now in use in several hundred organizations in both the public and private sectors.

As part of the validation of the instrument the JDS was administered in several ongoing work redesign programs in organizations. Findings from these studies showed that (a) the instrument and diagnostic procedures were themselves relatively robust and informative, but(b) the process of implementation of changes in jobs was, in many of the projects observed, faulty—often resulting in no beneficial change, or in unexpected "backfires" in the projects. A frequent problem was that the work itself (as measured by the JDS) was not changed substantially, despite the intention to do so by the change agents. Based on these findings, a number of recommendations for more effective use of work redesign as a strategy for personal and organizational change have been developed and published.

A NEW STRATEGY FOR JOB ENRICHMENT

Dr. J. Richard Hackman, Dr. Greg R. Oldham, Robert Janson and Kenneth Purdy
May 1974

Report Descriptors: JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; INSTITUTIONAL CHANGE; WORK ATTITUDES; PRODUCTIVITY; JOB SATISFACTION

NTIS AD779827/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

ON THE COMING DEMISE OF JOB ENRICHMENT

December 1974

Report Descriptors: JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; WORK ATTITUDES; INSTITUTIONAL CHANGE; PRODUCTIVITY; JOB SATISFACTION

NTIS PB240881/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

THE JOB DIAGNOSTIC SURVEY: AN INSTRUMENT FOR THE DIAGNOSIS OF JOBS AND THE EVALUATION OF JOB REDESIGN PROJECTS

Dr. J. Richard Hackman and Dr. Greg R. Oldham
May 1974

Report Descriptors: JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; JOB ANALYSIS; PRODUCTIVITY; WORK ATTITUDES; JOB SATISFACTION; TESTING

NTIS AD779828/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

A FAILURE OF JOB ENRICHMENT: THE CASE OF THE CHANGE THAT WASN'T

Linda L. Frank and Dr. J. Richard Hackman
March 1975

Report Descriptors. JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; INSTITUTIONAL CHANGE; WORK ATTITUDES; JOB SATISFACTION

NTIS AD007356/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

MOTIVATION THROUGH THE DESIGN OF WORK: A TEST OF A THEORY

Dr. J. Richard Hackman and Dr. Greg R. Oldham
December 1974

Report Descriptors: JOB ENRICHMENT; JOB RESTRUCTURING; QUALITY OF EMPLOYMENT; INSTITUTIONAL CHANGE; PRODUCTIVITY; WORK ATTITUDES; MOTIVATION

NTIS AD009331/AS
Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

3-070 THE WORK ATTITUDES AND EARLY OCCUPATIONAL EXPERIENCE OF YOUNG MEN—ANALYSIS BASED ON A FOUR YEAR LONGITUDINAL STUDY

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Contract 81-26-72-05
Project completed fiscal year 1974

THE TRANSITION FROM HIGH SCHOOL TO WORK: THE WORK ATTITUDES AND EARLY OCCUPATIONAL EXPERIENCE OF YOUNG MEN

Jerome Johnston and Dr. Jerald G. Bachman
November 1973

Report Descriptors: WORK ATTITUDES; ATTAINMENT; JOB SATISFACTION; LONGITUDINAL SURVEYS; TRANSITION FROM SCHOOL TO WORK; LABOR FORCE BEHAVIOR; YOUNG MEN; LABOR MARKET BEHAVIOR; YOUTH IN TRANSITION PROJECT; ATTITUDES

NTIS PB225938/AS

3-071* WORK ATTITUDES AND LABOR MARKET EXPERIENCE: A LONGITUDINAL STUDY OF FOUR SEX-AGE COHORTS

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. Paul Andrisani

Grant 21-42-75-06
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WORK ATTITUDES; JOB SATISFACTION; WORK ETHIC; CAREER PATTERNS; EARNINGS; MOTIVATION; MEANING OF WORK; LABOR MARKET BEHAVIOR; TURNOVER; LABOR MOBILITY

The purpose of this study is to utilize the available National Longitudinal Survey data on four age-sex cohorts to examine the relationship of work attitudes, especially work satisfaction, to demographic, economic, and behavioral variables. The analysis is being conducted from the following four perspectives: (1) Group differences with respect to work-related attitudes, including differences in trends; (2) the relationship of work attitudes to subsequent labor market behavior; (3) the way in which work attitudes respond to changes in labor market experience; and (4) the meaning of work the worker, especially the dissatisfied and powerless.

Multivariate analysis techniques are being used to control for alternative explanatory variables.

3-072 YOUTH AND THE MEANING OF WORK

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.
AND
UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Contract 81-11-72-04
Project completed fiscal year 1975

INSTITUTE FOR THE STUDY OF HUMAN DEVELOPMENT, CENTER FOR YOUTH STUDIES AND SOCIAL POLICY, REPORT NO. 3
February 1973

NTIS PB217360/AS
GPO MANPOWER RESEARCH MONOGRAPH NO. 32, 1974

YOUTH AND THE MEANING OF WORK, PART II
March 1974

NTIS PB241474/AS

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

4. ECONOMIC AND SOCIAL POLICIES

4-001* ASSESSING THE IMPACT OF HUMAN RESOURCES DEVELOPMENT POLICIES ON GEOGRAPHIC MOBILITY

THE RAND CORPORATION
SANTA MONICA, CALIF.

Dr. Julie DaVanzo

Grant 21-06-73-50
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; GEOGRAPHIC MOBILITY; MIGRATION; FAMILIES; HUMAN RESOURCE DEVELOPMENT POLICY

This project will assess the effects of alternative human resource development policies on the volume, direction, and demographic composition of U.S. interregional migration flows. From the study, recommendations concerning new human resource migration policies will be made.

The project will depart from previous research by studying migration patterns of families rather than of individuals and will utilize data from two sources: (1) The University of Michigan Income Dynamics Panel and (2) The Ohio State University National Longitudinal Surveys.

4-002* A CONFERENCE ON "MANPOWER GOALS FOR AMERICAN DEMOCRACY"

NATIONAL COMMISSION FOR MANPOWER POLICY
WASHINGTON, D.C.

Dr. Eli Ginsberg and Dr. Robert T. Hall

Agreement A20-11-76-15
Project still in progress

Descriptors: CONFERENCES; ECONOMIC POLICY; NATIONAL MANPOWER POLICY; DISCRIMINATION; NATIONAL COMMISSION FOR MANPOWER POLICY; JOB OPPORTUNITIES

The National Commission for Manpower Policy and the American Assembly of Columbia University arranged and sponsored a conference on "Manpower Goals for American Democracy" to identify and discuss fundamental issues in the formulation of future manpower goals. A book edited by Eli Ginzberg containing the eight background papers prepared for the conference will be published in the fall of 1976 by Prentice-Hall under the title *Jobs for Americans*.

The American Assembly's report indicates a general concensus of those attending the conference regarding policy recommendations. These include: (1) Development of fiscal and monetary policies adapted to promote economic expansion at a pace that would reduce the overall unemployment rate by 1.5 percentage points a year until the general unemployment rate reaches 5 percent early in 1978; (2) establishment of a National Youth Service with a substantially enlarged commitment primarily to assist poorly prepared youth to become productively employed in the regular economy; (3) improved curriculum and counseling in junior and senior high schools and elimination of educational and occupational segregation by sex, race, and social class; (4) an experimental basis, providing vouchers to young jobseekers whereby an employer would be subsidized for hiring and training them in jobs that have a long-term promise for advancement in skills and responsibility; (5) public service employment program involving work projects for the long-term unemployed (over 15 weeks); (6) experimental programs to provide sheltered or supported work for those with special employment problems, such as ex-offenders, former drug addicts, and the severly handicapped, followed by efforts to place as many as possible; (7) early attention to the special needs of older persons forced into premature retirement and women at home; (8) early attention to the special occupational skill training and employment needs of Vietnam-era veterans: and (9) programs to strengthen the incentives and rewards that make work more attractive than the receipt of income transfers, through such means as the expansion of earned income supplementation for families with income between $4,000 and $8,000; a liberalization of the food stamp program; publicly subsidized adult occupational training opportunities to enable persons trapped in disagreeable low-paying jobs to acquire skills and to improve their prospects; and imposition of sanctions on employers who hire illegal aliens.

4-003* COOPERATIVE ACTION TO IMPROVE OCCUPATIONAL REGULATION

EDUCATIONAL TESTING SERVICE
PRINCETON, NEW JERSEY

Benjamin Shimberg

Contract 21-34-76-10
Project still in progress

Descriptors: OCCUPATIONAL LICENSING; HANDBOOK; STATE AND LOCAL GOVERNMENTS; LAWS AND LEGISLATION; ADMINISTRATION OF LAWS; INSTRUCTIONAL; MATERIALS

This demonstration project will develop, disseminate and promote a legislative and administrative handbook and other materials to assist State officials and other interested groups in improving regulatory practices in their State. The manual or handbook will include model administrative procedures, suggested legislation, policy papers, and case studies of exemplary State reform efforts. These statutorial and procedural guides, if adopted by the States, would result in more job-relevant entry requirements, more objective and equitable licensing board practices, and more valid competency measures.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Recognized authorities, State agency personnel, and associations of State government agencies, as well as regulatory officials representing the handbook users, will be contributing to the manual. Technical aids are also proposed as supplements to the handbook. These aids would include ways to assess the regulatory needs of groups seeking licensure; guides for drafting regulatory legislation and board regulations; and procedures to strengthen competency measures, particularly exams.

Presentations are planned for regional meetings of State government associations to introduce the research products to State policymakers. Field demonstrations are planned to show other States how to institutionalize recommended procedures.

4-004 COOPERATIVE PLANNING TO IMPROVE OCCUPATIONAL REGULATION

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Dr. Benjamin Shimberg

Grant 21-34-75-12
Project completed fiscal year 1976

Descriptors: OCCUPATIONAL LICENSING; CONFERENCES; FEASIBILITY STUDY; STATE AND LOCAL GOVERNMENTS; ADMINISTRATION OF LAWS; CREDENTIALING; LEGISLATION; GOVERNMENT POLICIES

Four regional conferences were conducted to determine the feasibility of initiating cooperative projects among States to bring about needed improvements in the field of occupational regulation. Participants were State legislators, administrators of licensing agencies, attorneys general, governor's aides, and consumer officials from 30 States.

The study examined the critical issues involved in regulatory policymaking and administration, explored methods for initiating reforms, and probed the extent of States' interest in participating in cooperative projects.

Conference findings revealed a need to reexamine the purposes and functions of regulation and to make structural changes in the way regulatory agencies are administered to achieve a better balance between occupational group interests and those of the public. Participants expressed a need for better communication of ongoing State regulatory activities.

The report recommends the development of a handbook on occupational and professional regulations to provide State officials with practical legislative and procedural guidelines to strengthen and standardize licensing laws and board practices. The handbook will assist lawmakers in drafting legislation and help administrators in evaluating qualifications, assessing competency, examining investigations and enforcement activities, and insuring due process. To strengthen the consumer role in regulatory activities, the handbook will suggest ways to identify qualified public members of regulatory boards and procedures for training them to function effectively once they have been appointed.

IMPROVING OCCUPATIONAL REGULATION
July 1976

Report Descriptors: OCCUPATIONAL LICENSING; CONFERENCES; STATE AND LOCAL GOVERNMENTS; FEASIBILITY STUDY; CREDENTIALING; ADMINISTRATION OF LAWS

NTIS PB254742/AS
Available from Educational Testing Service, Center for Occupational and Professional Assessment; Princeton, New Jersey 08540

4-005 AN ECONOMIC ANALYSIS OF OCCUPATIONAL LICENSURE

UNIVERSITY OF RHODE ISLAND
KINGSTON, R.I.

Dr. Elton Rayack, Professor of Economics

Grant 21-44-75-08
Project completed fiscal year 1976

Descriptors: OCCUPATIONAL LICENSING; LABOR MOBILITY; SKILLED WORKERS; ECONOMIC ANALYSIS AND ECONOMETRICS; TESTING; RHODE ISLAND; CONNECTICUT; MASSACHUSETTS

This study analyzed detailed statutory provisions in three States to identify restrictive policies pursued by licensing boards, legislative constraints on the availability of licensed services, and the role of licensing examinations in restricting entry into regulated occupations. Failure rates on licensure exams for 12 nonprofessional occupations were correlated wtih fluctuations in unemployment levels to assess impact of economic determinants on the exam process.

The findings showed a positive correlation between failure rates and unemployment rates, indicating a rise in failure rates as labor market conditions declined, thereby strengthening the competitive position of those licensed.

The report cites an inverse relationship between the required amount of training and education and the probablity of success on a licensure exam. Failure rates in the construction trades were substantially higher than the other occupations surveyed, while the apprenticeship period is significantly longer.

The study also cites such restrictive licensing practices as price advertising bans, work restrictions, jurisdicitional disputes, lack of reciprocity, and inadequate complaint procedures as further evidence of needless regulations.

This research calls for the abolishment of unjustifiable entry and mobility restrictions and the elimination of occupation-dominated licensing boards.
June 1976

NTIS PB258664/AS

4-006 EFFECTS OF MILITARY EXPERIENCE ON PROJECT 100,000 MEN

U.S. DEPARTMENT OF DEFENSE
WASHINGTON, D.C.

Contract 81-09-69-23
Project completed fiscal year 1974

THE IMPACT OF MILITARY SERVICE ON LOW-APTITUDE MEN
February 1974

Report Descriptors: MILITARY TRAINING; MEN; YOUTH; ARMED FORCES; YOUNG MEN; MENTAL ABILITY

NTIS AD785383/AS
Report MR 74-2, AFHRL TR 74-75, Air Force Human Resources Laboratory, Lackland AFB, Tex. 78236

4-007 EMPLOYMENT CHARACTERISTICS AND OCCUPATIONAL STATUS OF THE CHINESE IN THE UNITED STATES

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Betty Lee Sung

Grant 21-36-73-13
Project completed fiscal year 1976

Descriptors: CHINESE AMERICANS; ECONOMIC ANALYSIS AND ECONOMETRICS; SOCIOECONOMIC STATUS; EMPLOYMENT OPPORTUNITIES; LABOR FORCE PARTICIPATION; GOVERNMENT POLICIES; IMMIGRATION

This project provides a basic statistical body of data about the Chinese in the United States while focusing on manpower and employment characteristics, cultural differences that affect the chinese labor market experience, and recommendations to expand the occupational opportunities of Chinese Americans.

A special tabulation of the 1970 census, supplemented by data from other sources, provides information on demographic characteristics, income, education, immigration, geographical dispersion, unions, civil service, employment status, occupation, and discrimination.

The study points out that the Chinese population is polarized with large numbers at extreme ends of the educational and occupational ladders. Language barriers and noncitizenship handicap new Chinese immigrants. Chinese workers are clustered in a narrow range of jobs such as restaurant work, engineering, and college teaching (for men), while women are concentrated in garment and clerical work. Chinese women tend to be underemployed compared with the rest of the female population.

Governmental service appears to be the largest employer of Chinese workers whereas the Chinese are conspicuously absent from construction jobs. Unemployment rates among the Chinese are low since cultural emphasis is placed on "working" even if the job is beneath a worker's ability. Self-employment and small business enterprises are declining among the Chinese.

The study cited 27 separate recommendations for social scientists, government agencies, administrators, and social service organizations, emphasizing the inclusion of Chinese Americans in the provisions and benefits of minority programs. A reevaluation of current immigration laws is suggested to attain a more equitable mix of immigrants.

CHINESE AMERICAN MANPOWER AND EMPLOYMENT
September 1975

Report Descriptors: CHINESE AMERICANS, ECONOMIC ANALYSIS AND ECOMETRICS; SOCIOECONOMIC STATUS; IMMIGRATION; GOVERNMENT POLICIES; EMPLOYMENT OPPORTUNITIES

NTIS PB246259/ASWORKLIDE MAGAZINE MARCH 76
Praeger Publishers, Sept. 76 A Survey of Chinese American Manpower and Employment

STATISTICAL PROFILE OF THE CHINESE IN THE UNITED STATES, 1970 CENSUS

Betty Lee Sung
October 1975

Report Descriptors: CHINESE; AMERICAN SOCIODEMOGRAPHIC CHARACTERISTICS, SMSA, POPULATION; EARNINGS; OCCUPATIONAL LICENSING
NTIS PB256799/AS

ASIAN STUDIES MONOGRAPH I—RACIAL AND ETHNIC GROUP POPULATIONS BY CENSUS TRACK THE SMSA OF NEW YORK CITY, 1970

Betty Lee Sung
September 1975

Report Descriptors: POPULATION; RACE, ETHNIC GROUPS, SMSA; NEW YORK, NEW YORK

NTIS

ASIAN STUDIES MONOGRAPH II—RACIAL AND ETHNIC GROUP POPULATION BY CENSUS TRACT FOR SMSA'S OF HONOLULU, HOUSTON, LOS ANGELES, SACRAMENTO, SAN FRANCISCO, SEATTLE

Betty Lee Sung
September 1975

Report Descriptors: POPULATION; RACE; ETHNIC GROUP; SMSA

NTIS PB258297/AS

ASIAN STUDIES MONOGRAPH III—RACIAL AND ETHNIC GROUP POPULATION BY CENSUS TRACK FOR SMSA'S OF BOSTON, CHICAGO, WASHINGTON, D.C., MARYLAND, AND VIRGINIA

Betty Lee Sung
September 1975

Report Descriptors: POPULATION; RACE; ETHNIC GROUPS

NTIS PB246259/AS

4-008 THE EMPLOYMENT IMPACT OF MULTINATIONAL CORPORATIONS

INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK CITY, N.Y.

Grant 92-36-72-28
Project completed fiscal year 1975
September 1974

A SURVEY OF POTENTIALLY USEFUL DATA SOURCES FOR ASSESSING MANPOWER IMPACTS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

OF THE OPERATIONS OF MULTINATIONAL CORPORATIONS

Hanan Tell
June 1974

Report Descriptors: EMPLOYMENT PATTERNS; LABOR MARKET INFORMATION; INTERNATIONAL MANPOWER; FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; DATA SOURCES AND USE

A SURVEY OF ECONOMETRIC MODELS OF POTENTIAL USE IN ASSESSING MANPOWER IMPACTS OF MULTINATIONAL COMPANY OPERATIONS

Edwin S. Rubenstein
October 1972

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LITERATURE REVIEW

Dr. Shafik Youssef, Edwin S. Rubenstein, and Hanan Tell
January 1974

Report Descriptors: CORPORATIONS; FOREIGN TRADE AND INVESTMENTS; LITERATURE REVIEW; STATE-OF-THE-ART PAPERS
ETA OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT, ROOM 9112, 601 D ST. NW., WASHINGTON, D.C. 20213. COPIES LIMITED
January 1974

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; EMPLOYMENT PATTERNS; STATE-OF-THE-ART PAPERS
ETA OFFICE OF MANPOWER RESEARCH AND DEVELOPMENT, ROOM 9112, 601 D ST. NW., WASHINGTON D.C. 20213. COPIES LIMITED

4-009* THE MANPOWER IMPACT OF GOVERNMENT PROGRAMS AND POLICIES

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Ronald E. Kutscher, Division of Economic Growth

Grant 81-11-72-16 (formerly 81-11-71-11)
Project still in progress

Descriptors: GOVERNMENT PROGRAM IMPACT ON MANPOWER; IMPACT OF MANPOWER POLICIES; LABOR DEMAND; LABOR SUPPLY; MANPOWER PROJECTIONS

This study is seeking to develop a system for measuring the manpower consequences of proposed changes in major Federal programs and policies. The study will delineate industry and occupations to identify potential problem areas. A manpower conversion fact book has been developed to measure the manpower impact of specific government programs in both public and private sectors of the economy. The fact book provides the basis for converting expenditures for various types of programs into employment requirements.

The project utilizes the input-output and industry-occupation matrices to develop total employment and occupational requirements by industry associated with government expenditures. These data are incorporated in several program studies, as well as in instructions in the conversion handbook. In addition, approaches for determining the supply of and demand for labor in a major program, have been investigated. As part of the overall project the researcher is examining the effects of alternative assumptions of patterns of energy use on production and employment.

MANPOWER IMPACT OF FEDERAL GOVERNMENT PROGRAMS: SELECTED GRANTS-IN-AID TO STATE AND LOCAL GOVERNMENTS

October 1973

Report Descriptors: GOVERNMENT PROGRAM IMPACT ON MANPOWER; IMPACT OF MANPOWER POLICIES; LABOR DEMAND; LABOR SUPPLY; MANPOWER PROJECTIONS; STATE AND LOCAL GOVERNMENTS
GPO BLS REPORT 424
BLS Regional Offices

EXPENDITURES AND MANPOWER REQUIREMENTS FOR SELECTED FEDERAL PROGRAMS

1975

Report Descriptors: GOVERNMENT PROGRAM IMPACT ON MANPOWER; IMPACT OF MANPOWER POLICIES; LABOR DEMAND; LABOR SUPPLY; MANPOWER PROJECTIONS; HEALTH MANPOWER
GPO NO. 029-001-01386-8
BLS Regional Offices

FACTBOOK FOR ESTIMATING THE MANPOWER NEEDS OF FEDERAL PROGRAMS

1975

Report Descriptors: GOVERNMENT PROGRAM IMPACT ON MANPOWER; IMPACT OF MANPOWER POLICIES; LABOR DEMAND; LABOR SUPPLY; MANPOWER PROJECTIONS
GPO NO. 029-001-01388-4
BLS Regional Offices

4-010* MANPOWER RESEARCH AND THE FORMATION OF MANPOWER POLICY

NATIONAL COUNCIL ON EMPLOYMENT POLICY
WASHINGTON, D.C.

Dr. Sar A. Levitan

Contract 81-11-71-09 (formerly Contract 81-09-66-31)
Project still in progress

Descriptors: NATIONAL MANPOWER POLICY; NATIONAL MANPOWER POLICY TASK FORCE; IMPACT OF MANPOWER POLICIES; EFFECTIVENESS OF PROGRAMS; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT

The National Council on Employment Policy, formerly the National Manpower Policy Task Force, works closely with government and the research community in reviewing current manpower developments and assessing them in relation to the need for new policies, programs, and research.

The council, a group of independent manpower experts, meets four times annually. It prepares policy statements on specific issues, funds research monographs, organizes program and project evaluations, and administers an annual conference for recent recipients of dissertation grants, and reviews the completed dissertations. It also provides, under special arrangements with the Department of Labor, technical assistance to universities that have received manpower institutional grants. In the coming year it will also arrange for a special series of several monographs covering major functional program areas designed to provide technical guidance to CETA prime sponsors, e.g., on the job training, intake, and assessment, etc. They will detail model approaches for specific objectives under varying conditions and discuss advantages and disadvantages of various program options for planner's consideration.

Two policy statements were issued by the council in fiscal year 1976: *The Best Way to Reduce Unemployment is to Create More Jobs* reviewed the issues related to public employment and public works, urging the Government to move on both fronts by introducing triggered countercyclical programs, creating jobs for the hard-to-employ, and providing funds in a timely fashion for needed public works. *How Much Unemployment Do We Need?* examined the evidence of economic recovery and argued that positive employment efforts were still needed. The council also published, posthumously, a statement drafted by Frederick Harbison, *Toward a Comprehensive Human Resources Policy*, which laid the conceptual groundwork for coordinating all policies dealing with the development and usage of human resources.

Monographs completed during the year under council sponsorship included *Sex, Age, and Work*, by Juanita Kreps and Robert Clark, an analysis of changing worklife patterns; *Manpower Planning for Local Labor Markets*, by Garth Mangum and David Snedeker, a guidebook and reference source for manpower planners; and *Labor Market Issues of American International Trade and Investment*, by Daniel Mitchell, an investigation into the manpower effects of trade and the effectiveness of trade adjusted programs.

Additionally, three books were completed under the coauthorship of the council's executive director with major financing from other sources: *Still a Dream*, by Sar Levitan, William Johnston and Robert Taggart, an analysis of the changing status of blacks since the 1960's; *Minorities in the United States*, by the same authors, comparing the relative problems of Indians, Chicanos, Puerto Ricans, and blacks; and *The Promise of Greatness*, by Sar Levitan and Robert Taggart, reviewing and defending the social welfare initiatives of the 1960's.

THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT: OPPORTUNITIES AND CHALLENGES

April 1974

Report Descriptors: MANPOWER LEGISLATION; NATIONAL MANPOWER POLICY TASK FORCE; EFFECTIVENESS OF PROGRAMS; NATIONAL MANPOWER POLICY; UNEMPLOYMENT; DISADVANTAGED
Available from National Manpower Policy Task Force, 1819 H St., NW., Suite 660, Washington, D.C. 20006.

EMERGENCY EMPLOYMENT ACT: THE PEP GENERATION

Dr. Sar A. Levitan and Dr. Robert Taggart III, Editors
1974

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971); EFFECTIVENESS OF PROGRAMS; NATIONAL MANPOWER POLICY TASK FORCE; STATE AND LOCAL GOVERNMENTS; INDIANS
Olympus Publishing Company, 937 East Ninth, South, Salt Lake City, Utah.

ADAPTING LABOR MARKET STATISTICS TO POLICY NEEDS

January 1974

Report Descriptors: LABOR FORCE PARTICIPATION; INCOME; NATIONAL MANPOWER POLICY TASK FORCE; INFORMATION SYSTEMS; NATIONAL MANPOWER POLICY
Available from National Manpower Policy Task Force, 1819 H St., NW., Suite 660, Washington, D.C. 20006.

FINAL REPORT: CONFERENCE ON PUERTO RICAN MIGRATION AND MIGRANTS

June 1973

Report Descriptors: CONFERENCES; PUERTO RICANS; MIGRANTS; MIGRATION
Available from National Manpower Policy Task Force, 1819 H St., NW., Suite 660, Washington, D.C. 20006.

REPORT ON THE 1973 NEW MANPOWER RESEARCHERS CONFERENCE

Dr. Robert Taggart III
September 1973

Report Descriptors: CONFERENCES; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS
Available from National Manpower Policy Task Force, 1819 H St., NW., Suite 660, Washington, D.C. 20006.

RURAL WORKERS IN RURAL LABOR MARKETS

Dr. F. Ray Marshall
1974

Report Descriptors: RURAL AREAS; EMPLOYMENT PATTERNS; FARMWORKERS; LABOR MARKET BEHAVIOR
Olympus Publishing Co., Salt Lake City, Utah

EMPLOYMENT AND EARNINGS-INADEQUACY: A NEW SOCIAL INDICATOR

Dr. Sar A. Levitan and Dr. Robert Taggart III
August 1974

Report Descriptors: DATA SOURCES AND USES; LABOR MARKET INFORMATION; NATIONAL MANPOWER POLICY TASK FORCE; EMPLOYMENT POLICY; SOCIAL INDICATORS
Policy Studies in Employment and Welfare No. 19. The John Hopkins University Press, Baltimore, Md.

MANPOWER PLANNING FOR LOCAL LABOR MARKETS

Dr. Garth Mangum and David Snedeker
1975

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: COMPREHENSIVE MANPOWER PLANNING; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; LABOR MARKET INFORMATION
Olympus Publishing Company, 937 East Ninth, South, Salt Lake City, Utah

SEX, AGE, AND WORK

Dr. Juanita Kreps and Robert Clark
1975

Report Descriptors: LABOR FORCE BEHAVIOR; LABOR FORCE PARTICIPATION; SECOND CAREERS; LABOR SUPPLY; WOMEN; AGE DIFFERENCES
The Johns Hopkins University Press, Baltimore, Maryland

TOWARD A COMPREHENSIVE HUMAN RESOURCES POLICY

Frederick H. Harbison
June 1976

Report Descriptors: ECONOMIC POLICY; NATIONAL MANPOWER POLICY; HUMAN RESOURCE DEVELOPMENT POLICY
Available from National Council on Employment Policy, 1819 H Street, NW, Washington, D.C. 20006

HOW MUCH UNEMPLOYMENT DO WE NEED?

February 1976

Report Descriptors: NATIONAL MANPOWER POLICY; ECONOMIC POLICY; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT/INFLATION TRADEOFF
Available from National Council on Employment Policy, 1819 H Street, NW, Washington, D.C. 20006

THE BEST WAY TO REDUCE UNEMPLOYMENT IS TO CREATE MORE JOBS

July 1975

Report Descriptors: MANPOWER LEGISLATION; NATIONAL MANPOWER POLICY; FISCAL POLICY; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT/INFLATION TRADEOFF
Available from National Council on Employment Policy, 1819 H Street, NW, Washington, D.C. 20006

LABOR MARKET ISSUES OF AMERICAN INTERNATIONAL TRADE AND INVESTMENT

Dr. Daniel Mitchell
1975

Report Descriptors: TRADE EXPANSION ACT; EMPLOYMENT TERMINATION; RETRAINING; FOREIGN TRADE AND INVESTMENTS
The Johns Hopkins University Press, Baltimore, Maryland

4-011 NATIONAL CONFERENCE ON EDUCATIONAL CONSUMER PROTECTION

FEDERAL INTERAGENCY COMMITTEE ON EDUCATION, U.S. OFFICE OF EDUCATION
WASHINGTON, D.C.

Contract 41-4-001-11
Project completed fiscal year 1975

4-012* NONIMMIGRANT WORKERS IN THE UNITED STATES: CURRENT TRENDS AND FUTURE IMPLICATIONS

NEW TRANS CENTURY FOUNDATION
WASHINGTON, D.C.
AND
MANAGEMENT CONSULTANTS UNLIMITED, INC.
ALBUQUERUE, N. MEX.

David North

Contract 20-11-76-08
Project still in progress

Descriptors: IMMIGRATION; ALIENS; STUDENTS; SEASONAL EMPLOYMENT; TEMPORARY EMPLOYMENT; IMMIGRANTS

The objective of this study is to obtain information about nonimmigrant aliens in the United States, in the form of reliable data concerning their actual numbers, chief characteristics, and current role in the Nation. Particular attention is being devoted to (1) their labor market participation and (2) the degree to which their actual labor market role is congruent with their prescribed role as set forth by their visas.

The project is reviewing regulations and programs dealing with the admission of nonimmigrants; analyzing relevant statistical data; and surveying temporary workers, students, exchange visitors, and persons making intracompany transfers. Project staff will also analyze current legislative proposals for expanding temporary worker programs and make alternative policy recommendations.

Findings from this study should be useful for review and possible revision of the Nation's basic immigration policy. Central to this undertaking will be the question of the appropriate role of nonimmigrant workers in the U.S. labor market, which is precisely the focus of the research.

4-013* THE POTENTIAL OF WAGE SUBSIDIES

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

John H. Bishop, Institute for Research on Poverty

Grant 51-55-73-04
Project still in progress

Descriptors: WAGE SUBSIDIES; WELFARE RECIPIENTS; AID TO FAMILIES WITH DEPENDENT CHILDREN; LABOR DEMAND; DUAL LABOR MARKETS; LOW INCOME

The overall objective of the study is to increase our understanding of the probable effects of wage subsidies as an alternative form of income supplementation for AFDC recipients. Although such subsidies may be effective in stimulating work effort on the part of beneficiaries, it is first necessary that we be aware of the possible pervasive effects subsidies could have on a variety of economic variables, including the functioning of the low-wage labor market, wage rates, labor demand, income distribution, and the substitution of low-skilled labor for either capital or higher skilled labor.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

Three complementary approaches are being used to determine the probable effects of wage subsidies: (1) Provide a model of low-wage labor markets and an evaluation of the wage rate and employment effects of wage subsidy policy based on that model; (2) estimate the impact of wage subsidies on the income distribution and the employment/unemployment experience of low-wage workers; and (3) determine the extent to which low-wage workers will be substituted for capital or higher skilled workers because of wage subsidies. If employment of lower skilled workers increases, at whose expense does the increase occur? The major data source for all approaches consists of special tabulations by the U.S. Bureau of the Census.

4-014 STATE LABOR MARKET RESEARCH STUDY: AN ECONOMETRIC ANALYSIS OF THE EFFECTS OF LABOR SUBSIDIES

THE URBAN INSTITUTE
WASHINGTON, D.C.

Grant 21-11-74-09
Project completed fiscal year 1975

Dr. C. Duncan MacRae, Dr. Peter M. Greenston, Dale P. Riordan and Linda L. Royster
December 1974

NTIS PB241748/AS

4-015* STATIC AND DYNAMIC LABOR SUPPLY FUNCTIONS AND PUBLIC POLICY MODELS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Dr. Edward D. Kalachek, Department of Economics

Grant 21-29-73-49
Project still in progress

Descriptors: LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; NATIONAL LONGITUDINAL SURVEYS; MANPOWER PROJECTIONS; ECONOMIC POLICY; MODELS

This project proposes to improve methods of labor supply estimation and to construct a framework for using labor supply functions in analysis of public policy problems.

The study will develop and analyze regressions, using cross-sectional labor supply data from the National Longitudinal Surveys, and will develop public policy models for evaluating current social welfare programs and designing new ones.

Preliminary findings:

1. Both economic literature and public policy have treated education as the key factor in determining differences in wages; family background, motivation, and personality characteristics are almost ignored. This study redresses this imbalance in the perceived determinants of wages and suggests that programs for narrowing the wage distribution should place greater stress on the development of economicely appropriate personality characteristics.

2. Company and noncompany training appear to operate more as population discriminants, filters or hiring screens than as mechanisms for raising productivity. This suggests the need for more caution in assessing the importance of training.

3. Wage differences are more than human capital differences. A standardized worker will receive sharply different wages depending on his industry, occupation, and location, and whether or not he is a union member—thus privileged enclaves in wages exist.

4-016 WELFARE DEPENDENCY AND LOW-INCOME LABOR MARKETS

STANFORD UNIVERSITY
STANFORD, CALIF.

Dr. Michael J. Boskin

Grant 51-06-73-06
Project completed fiscal year 1976

Descriptors: WELFARE PATTERNS; DUAL LABOR MARKETS; LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT; WELFARE DEPENDENCY

The objectives of the study were to: (1) Provide information on the expected duration of welfare dependency by personal characteristics and wage and income expectations; (2) describe and explain turnover rates in the welfare population; (3) build a model of the determinants of the probability and duration of welfare dependency as a function of expected market wage rates, unemployment, nonwage income, family characteristics, basic welfare payment, and implicit tax on earnings; and (4) estimate the effect on welfare dependency of policies designed to alter the structure of low-income labor markets.

An analysis was made of data on 1,000 randomly selected families over the 1965-70 time period already in the files of the Office of Research of the California State Department of Welfare. The data set includes information on family status, race, sex, education, work experience, and income by source.

The major substantive findings of the study indicate that the popular notion of the welfare population as more or less permanently entrenched is erroneous. A more accurate description depicts an enormous turnover rate, accompanied by a modest average length of stay for the individuals on welfare. The study shows that persons expecting a wage below the minimum are much more likely to be on welfare, much less likely to leave the rolls, much more likely to return to them, stay off welfare for shorter periods, and stay on welfare for longer periods than those expecting wages above the minimum. Persons with low nonwage income or high expected unemployment rates respond similary to those with low wages.
July 1975

NTIS PB246420/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5. INSTITUTIONAL, DISSERTATION, AND SMALL-GRANT RESEARCH PROJECTS

To support and complement the Department's research and development programs, special manpower grants are provided to colleges and universities to strengthen the manpower capability of the institutions, their faculties, and their students. Special manpower research grants support three types of projects:

1. Manpower institutional grants to develop new manpower research talent and systematic, long-term programs of research on local and regional manpower problems. (See sec. 5A below for details.)
2. Small grants to universities in support of doctoral dissertation research in the manpower field. (See sec. 5B below.)
3. Small grants to postdoctoral specialists in support of innovative studies and the development of new methods to solve manpower problems or contribute to policy formulation. (See sec. 5C below.)

5A. INSTITUTIONAL GRANTS

In February 1974, the Manpower Institutional Grants (MIG) Program was restructured to assist the Department of Labor in carrying out its responsibilities under the Comprehensive Employment and Training Act of 1973 (CETA). In the past, the program emphasized research and the training of researchers. Its current thrust reflects new needs stemming from the advent of revenue sharing and manpower program decentralization. Grant recipient schools are developing educational programs designed to strengthen the technical skills of State and local manpower agency personnel and create a future source of trained manpower planners, administrators, and evaluators.

The 13 grants, planned for a 4-year period beginning July 1, 1974, include an award in each of the Department's 10 regions of the country and 3 special awards to schools with a significant proportion of black, Spanish American, or American Indian students:

Region I—Boston University, Boston, Mass.
Region II—The State University of New York at Buffalo, Buffalo, N.Y.
Region III—West Virginia University, Morgantown, W.Va.
Region IV—Memphis State University, Memphis, Tenn. (in cooperation with the University of Mississippi, University, Miss.)
Region V—Oakland University, Rochester, Mich.
Region VI—University of Houston, Houston, Tex. (in cooperation with North Texas State University, Denton, Tex.)
Region VII—University of Missouri at Columbia, Columbia, Mo.
Region VIII—University of Utah, Salt Lake City, Utah.
Region IX—San Francisco State University, San Francisco, Calif.
Region X—Oregon State University, Corvallis, Oreg.

Predominantly black student body—North Carolina Agricultural and Technical State University, Greensboro, N.C.

Significant Spanish American enrollment—Pan American University, Edinburg, Tex.

Significant American Indian enrollment—Oklahoma State University, Stillwater, Okla.

MIG universities spent their first grant year developing and introducing core courses for curriculums leading to graduate and undergraduate degrees in the manpower field. Eight of the schools have integrated manpower studies into their existing degree programs by creating areas of concentration in manpower for bachelor's or master's degrees. Specific interdisciplinary manpower degree programs have been established at Oakland

University, North Texas State University, and the University of Utah in the form, respectively, of a bachelor's in human resource development, a master's in manpower and industrial relations, and a master's in human resource management. Similar programs have been developed by several of the other schools. Students in related disciplines may take manpower courses for credit toward their degrees at all MIG universities.

Early curriculum development has ranged from increasing the manpower content of one or more existing courses to adding several new courses tailored to manpower practitioner needs in States and local communities. Six of the schools have introduced courses on human resources planning, development, and utilization; five offer courses on the design, planning, administration, and evaluation of manpower programs; and five have established manpower economics courses. By their titles, such courses as employment policy and planning, manpower theory and practice, public policy and analysis, economics of planning, and labor market analysis provide a further picture of the manpower educational systems being established at each participating school. Manpower courses are offered,both on campus and elsewhere, by eight MIG universities.

Students at 12 MIG universities serve internships of up to 2 semesters with employment and training agencies in their regions. The object is to complement the students' academic work with practical experience in manpower program operations.

In addition to developing academic-based credit courses and degree programs in the manpower field, the MIG Program has been an important resource in facilitating the development of the ten Regional Training Institutes (RTI). The mission of the RTI's is to provide short-term training to strengthen the capability and expertise of employed manpower practitioners. To expose manpower agency employees to problem-solving techniques and practical applications of manpower concepts a number of MIG schools have conducted summer institutes, conferences, and workshops.

5A. INSTITUTIONAL GRANTS

5-001*

BOSTON UNIVERSITY
BOSTON, MASS.

William J. Spring, Director, Regional Institute on Employment, Training, and Labor Market Policy

Grant 31-25-74-01
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; CONNECTICUT; MAINE; MASSACHUSETTS; NEW HAMPSHIRE; RHODE ISLAND; VERMONT

5-002*

UNIVERSITY OF HOUSTON
HOUSTON, TEX.
AND
NORTH TEXAS STATE UNIVERSITY
DENTON, TEX.

Dr. J. Earl Williams, Director, Center for Human Resources, University of Houston; Dr. Lewis M. Abernathy, Director, Manpower and Industrial Relations Institute, North Texas State University

Grant 31-48-74-06
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARKANSAS; LOUISIANA; NEW MEXICO; OKLAHOMA; TEXAS

5-003*

MEMPHIS STATE UNIVERSITY
MEMPHIS, TENN.
AND
THE UNIVERSITY OF MISSISSIPPI
UNIVERSITY, MISS.

Dr. John Gnuschke, Director, Center for Manpower Studies, Memphis State University; Dr. Brian Rungeling, Codirector, Center for Manpower Studies, The University of Mississippi

Grant 31-47-74-04
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALABAMA; FLORIDA; GEORGIA; KENTUCKY; MISSISSIPPI; NORTH CAROLINA; SOUTH CAROLINA; TENNESSEE

5-004*

UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Dr. E. E. Liebhafsky, Director, Human Resources Program, College of Arts and Science

Grant 31-29-74-07
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; IOWA; KANSAS; MISSOURI; NEBRASKA

5-005*

THE STATE UNIVERSITY OF NEW YORK AT BUFFALO
BUFFALO, N.Y.

Dr. Thomas G. Gutteridge, Director, Institute for the Development of Manpower Specialists,

Grant 31-36-74-02
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; NEW JERSEY; NEW YORK; PUERTO RICO; VIRGIN ISLANDS

5-006*

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY
GREENSBORO, N.C.

Dr. Howard F. Robinson, Director, Institute for Research in Human Resources

Grant 31-37-74-11
Project still in progress

Descriptors: BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-007*

OAKLAND UNIVERSITY
ROCHESTER, MICH.

Dr. David G. Smith, Director, Manpower Development—Higher Education System, School of Education

Grant 31-26-74-05
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ILLINOIS; INDIANA; MICHIGAN; MINNESOTA; OHIO; WISCONSIN

5-008*

OKLAHOMA STATE UNIVERSITY
STILLWATER, OKLA.

Dr. John C. Shearer, Director, Manpower Research and Training Center

Grant 31-40-74-13
Project still in progress

Descriptors: INDIAN EMPLOYMENT AND TRAINING PROGRAMS (CETA); INDIANS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-009*

OREGON STATE UNIVERSITY
CORVALLIS, OREG.

Dr. Gary W. Sorenson, Director, Institute for Manpower Studies, Economics Department

Grant 31-41-74-10
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALASKA; IDAHO; OREGON; WASHINGTON

5-010*

PAN AMERICAN UNIVERSITY
EDINBURG, TEX.

Rolando V. Cantu, Director, Manpower Resources Center, Bureau of Business and Economic Research

Grant 31-48-74-12
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-011*

SAN FRANCISCO STATE UNIVERSITY
SAN FRANCISCO, CALIF.

Dr. Curtis C. Aller, Director, Manpower Studies Program

Grant 31-06-74-09
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARIZONA; CALIFORNIA; HAWAII; NEVADA; AMERICAN SAMOA; TRUST TERRITORY

5-012*

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Dr. Garth L. Mangum, Director, Human Resources Institute

Grant 31-49-74-08
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; COLORADO; MONTANA; NORTH DAKOTA; SOUTH DAKOTA; UTAH; WYOMING

5-013*

WEST VIRGINIA UNIVERSITY
MORGANTOWN, W.VA.

Dr. John J. Miller, Director, Manpower Planning and Evaluation Project, School of Social Work

Grant 31-54-74-03
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; DELAWARE;

DISTRICT OF COLUMBIA; MARYLAND; PENNSYLVANIA; VIRGINIA; WEST VIRGINIA

5B. DOCTORAL DISSERTATION GRANTS

This section describes activities in fiscal years 1974 through 1976 under one of two small-grant programs authorized by a 1965 amendment to the Manpower Development and Training Act. These programs serve the dual purpose of attracting social science scholars to specialization in the manpower area, while generating new information on critical manpower issues. Doctoral dissertation grants provide support for the dissertation research of Ph. D. degree candidates who have completed all course work for the degree and whose dissertation topics are in the manpower field. With enactment of the Comprehensive Employment and Training Act of 1973, the thrust of the dissertation grant program is toward helping State and local manpower agencies and programs meet their needs for highly skilled personnel and program- and policy-oriented research. (See app. A for application guidelines.)

5-014 The Achievement Process: A Path Analytic Longitudinal Study of Educational and Occupational Mobility

SYRACUSE UNIVERSITY
UTICA, N.Y.

Grant 91-36-71-52
Project completed fiscal year 1975

Dr. James P. O'Hair
August 1974

Report Descriptors: OCCUPATIONAL MOBILITY; TRANSITION FROM SCHOOL TO WORK; YOUTH; EDUCATION; PROJECT TALENT

5-015* Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment

YALE UNIVERSITY
NEW HAVEN, CONN.

Jonathan R. Ratner, Doctoral Candidate

Grant 91-09-74-18
Project still in progress

Descriptors: ADJUSTMENT; PRODUCTIVITY; COSTS; TURNOVER; LAYOFFS; EMPLOYER MANPOWER PLANNING

This study is exploring the shortrun employment function and isolating the role of costs associated with gross employment flows (i.e., quits, layoffs, etc.). Its objectives are: (1) To incorporate the phenomenon of layoffs into an optimizing model of employment dynamics; (2) to determine what conditions would lead the firm in the short run to substitute alternative production-smoothing techniques for layoffs; (3) to examine the implications for unemployment of the impact of uncertainty on layoffs; and (4) to link the aggregate employment equation developed in this study to an explanation of unemployment.

Sources include published data on the private nonfarm sector, the manufacturing sector, and 2-, 3-, and 4-digit manufacturing industries; a time series on capital utilization, constructed by Taubman and Gottschalk, which uses data on shift work to build a series on "the average workweek of capital"; and a data set compiled by Richard Ruggles on prices and costs for a large sample of firms.

5-016 Adjustment to Freer Trade: An Economic Analysis of the Adjustment Assistance Provisions of the Trade Expansion Act of 1962 and of the U.S.-Canadian Automotive Trade Products Agreement of 1965

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-73-05
Project completed fiscal year 1974

Malcom D. Bale
August 1973

Report Descriptors: TRADE EXPANSION ACT; TRADE ADJUSTMENT ASSISTANCE; FOREIGN TRADE AND INVESTMENTS; TRANSPORTATION EQUIPMENT INDUSTRY; CANADA

NTIS PB222473/AS

5-017* Alienation and Physical Disability: Role Adjustment Among Impaired Workers

SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

James C. Romeis, Doctoral Candidate

Grant 91-36-76-13
Project still in progress

Descriptors: HANDICAPPED; ROLE CONFLICT; ALIENATION

This research will attempt to clarify the problems faced by individuals with physical impairments in reaching their role expectations and the resulting conflicts and social alienation. The research examines: (1) The differences in social alienation between the general public and severly impaired workers, and (2) The outcome of rehabilitation efforts and public transfer payments and their affect on alienation. Data will be collected from the 1973 and 1974 National Opinion Research Center's General Social

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Surveys and Worker's Compensation Sample from selected States. The analysis should further understanding of the decisionmaking process for those individuals who adjust to their physical limitations and reenter the labor force.

5-018* ALLOCATIONAL AND DISTRIBUTIONAL CONSEQUENCES OF DECENTRALIZING MANPOWER PROGRAMS

THE MAXWELL GRADUATE SCHOOL OF CITIZENSHIP AND PUBLIC AFFAIRS, SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

Richard Tyson, Doctoral Candidate

Grant 91-36-76-32
Project still in progress

Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); CETA SERVICES AND PLANNING; DECATEGORIZATION

This study will investigate how the purposes of the Comprehensive Employment and Training Act are being fulfilled under a decentralized approach in comparison to previous, more centralized employment and training programs. Four models of decisionmaking will be tested to explain changes in the behavior of local governments over time and variations among prime sponsors in the mix of services and characteristics of those served. In addition, extensive cross-tabulations of observed differences in expenditures, average costs, and numbers of participants by region, type of sponsor, and economic conditions will be carried out to determine if any patterns exist.

Data for the study will be obtained from Quarterly Progress Reports of prime sponsors, along with information derived from the Continuous Longitudinal Manpower Survey.

5-019* AN ANALYSIS OF EARNINGS AMONG PERSONS OF SPANISH ORIGIN IN THE MIDWEST

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Richard Santos, Doctoral Candidate

Grant 91-26-75-23
Project still in progress

Descriptors: CHICANOS; CUBANS; EARNINGS; HUMAN CAPITAL; INCOME; MEXICAN AMERICANS; MODELS; OCCUPATIONAL STATUS; PUERTO RICANS; SPANISH-SPEAKING AMERICANS; WAGES

The overall objective of this study is a thorough assessment of the factors contributing to earnings of the Spanish population in the Midwest. The relationship among human capital, earnings, and occupational level will be explored by testing the following hypotheses: (1) Current industry and/or occupation classification is the most important "explanation" of earnings; (2) human capital factors are statistically associated with industry and occupational classification and are prime determinants of earnings; (3) factors associated with earnings will vary both absolutely and relatively for the various groups within the broad category, "persons of Spanish origin"; (4) on the average, the longer a person has been in the Midwest, the higher his or her earnings will be, but the earnings of persons of Spanish origin tend to cluster around the entry level and remain fixed; and (5) health disability among persons of Spanish origin is a major obstacle to earnings.

These hypotheses will be tested through statistical analysis, using a regression technique as well as a statistical model for examining the human capital concept and its relationship to earnings via occupational level. The 1970 Public Use Sample census tapes will be the source of data for the analysis.

5-020* AN ANALYSIS OF IMPERFECT INFORMATION IN THE LABOR MARKET

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Louis L. Wilde, Doctoral Candidate

Grant 91-36-75-40
Project still in progress

Descriptors: LABOR FORCE BEHAVIOR; LAYOFFS; LABOR MARKET BEHAVIOR; OCCUPATIONAL INFORMATION

This dissertation aims to develop a general equilibrium model of the labor market under imperfect information. Imperfect information is reflected in the assumption that neither firms nor workers have complete information on all market variables. In particular, workers and firms have only general notions of potential wage offers and reservation wages, respectively.

This market model involves several corollary problems. The two major problems to be addressed are firm policy in an environment of imperfect information and a theory of layoffs at the microlevel based on informational imperfections in the labor market.

5-021 AN ANALYSIS OF INTERSTATE LABOR FORCE MIGRATION FOR MANPOWER PLANNING

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA, ILL.

Grant 91-17-74-13
Project completed fiscal year 1975

Dr. Morris M. Kleiner
August 1974

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

Report Descriptors: MIGRATION; GEOGRAPHIC MOBILITY; BLACK/WHITE; MALE/FEMALE; MANPOWER PROJECTIONS

5-022* An Analysis of Labor Supply Response Over Time

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

James E. Duggan, Doctoral Candidate

Grant 91-42-76-50
Project still in progress

Descriptors: LABOR SUPPLY; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR

This research proposes to examine thoroughly the labor force supply model in a time series environment with a view toward predictive accuracy and appropriate model specification. The study will include: (1) An examination of currently used models of the neoclassical and nonneoclassical type; (2) incorporation into the analysis of a recent development in statistical time series modeling that will enhance the determination of labor supply response overtime and provide a standard for predictive accuracy; and (3) examination of additional factors bearing on the theory of labor force participation which will lead to a respecification of the labor force model.

Data for this research include quarterly averages of labor force size, participation rates, and unemployment rates by age and sex derived from the monthly data series (seasonally adjusted and unadjusted) published by the Bureau of Labor Statistics; price data also published by BLS; and personal income and aggregate output data available from the Office of Business Economics. Other time series variables that may be tested for inclusion in the labor supply model (for example, interest rates on short-term U.S. treasury bills as predictors of inflation) are available on computer tapes.

5-023 An Analysis of Social Criteria and Triggering Mechanisms for Extending Unemployment Benefits

WEBER STATE COLLEGE
OGDEN, UTAH

Grant 91-49-73-25
Project completed fiscal year 1974

James D. Van Erden
March 1974

Report Descriptors: UNEMPLOYMENT BENEFIT EXHAUSTEES; UNEMPLOYMENT INSURANCE; ECONOMIC INDICATORS; TRIGGER FORMULAS

NTIS PB230696/AS

5-024* An Analysis of the Determinants of the Labor Force Mobility of Females

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Pamela J. Heath, Doctoral Candidate

Grant 91-55-73-24
Project still in progress

Descriptors: ATTITUDES; LABOR MARKET BEHAVIOR; CHILD DAY CARE; LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; FAMILIES; WOMEN; LABOR MOBILITY

This research is investigating the relative strengths of economic, demographic, and attitudinal influences on the labor market decisions of women. The investigator is analyzing variations in family financial position, family structure and composition, costs of child care, and the individual's education and training, health, race, and work attitudes.

The analysis uses data from a longitudinal survey of labor force behavior.

5-025 An Economic Analysis of Black Nashville with Special Reference to Black Business Development and the Impact of Urban Renewal and I-40 on Black Proprietors and Their Employees

THE RESEARCH FOUNDATION OF THE STATE UNIVERSITY OF NEW YORK, AT ALBANY
ALBANY, N.Y.

Grant 91-36-72-31
Project completed fiscal year 1975

Dr. Bruce G. Hartmann
July 1974

Report Descriptors: URBAN RENEWAL; MOBILITY ASSISTANCE; BLACKS; LAYOFFS; HIGHWAY CONSTRUCTION; MINORITY BUSINESS ENTERPRISE; PLANT SHUTDOWN; TENNESSEE, NASHVILLE

5-026 An Analysis of the Labor Market for Policemen

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grants 91-05-70-13 and 91-06-71-30
Project completed fiscal year 1975

Louise Berman Wolitz
September 1974

Report Descriptors: TESTING; CIVIL SERVICE SYSTEM; MANPOWER NEEDS; ETHNIC GROUPS; MANPOWER PROJECTIONS; LABOR SUPPLY; JOB APPLICANTS

NTIS PB236361/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-027* An Analysis of the Rules and Procedures Governing the Internal Allocation of Labor in a Civil Service Merit System

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Charles S. Rodgers, Doctoral Candidate

Grant 91-25-76-37
Project still in progress

Descriptors: CIVIL SERVICE SYSTEM; GOVERNMENT POLICIES; FEDERAL GOVERNMENT; LABOR MOBILITY

The major object of this study is to understand the operation of civil service labor markets. A description and analysis is being made of the relationship between the administrative rules and procedures that govern the allocation of labor within a particular Federal Government agency and other goals and regulations that also affect the formal civil service merit system. These secondary goals include special preference for veterans, equal employment opportunity guidelines, and affirmative action plans that may distort or even conflict with existing merit systems. The personal objectives and interest of supervisors and employers is also being reviewed to determine their effect on merit systems.

Study procedures include: (1) Researching and cataloging (by goal) the formal rules on selection, promotion, transfer, etc., as set forth in appropriate sections of the *Federal Personnel Manual;* (2) analyzing a sample of personnel actions over a 3-year period for 75 employees in a regional office of a large Federal agency to determine what factors governed these personnel actions; and (3) performing a statistical analysis of selected characteristics of some 250 regional employees to measure their predictive value in determining advancement within the civil service merit system.

5-028* An Analysis of Trends in the Relative Educational Attainment, Earnings, and Occupational Distribution of Women, 1900 to 1969.

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Harriet Zellner, Doctoral Candidate

Grants 91-34-70-62 and 91-36-72-34
Project still in progress

Descriptors: EDUCATION EFFECT ON CAREER PATTERNS; OCCUPATIONAL STRUCTURE; MALE/FEMALE; EARNINGS

This project analyzes changes from 1900 to 1969 in the educational attainment, earnings, and occupational distribution of women relative to men. Data classified by age, race, marital status, presence of children, and place of residence are being gathered from publications of government agencies and the National Industrial Conference Board.

5-029 Asking Wage Behavior of Unemployed Workers: An Empirical Investigation

UNIVERSITY OF MISSOURI, COLUMBIA
COLUMBIA, MO.

Grant 91-29-72-41
Project completed fiscal year 1974

Robert L. Crosslin
August 1973

Report Descriptors: UNEMPLOYED; WAGES; DURATION OF UNEMPLOYMENT; LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; JOB SEARCH

NTIS PB222019/AS

5-030 Assessment of Work Climates: The Appropriateness of Classical Management Theory and Human Relations Theory Under Various Contingencies

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-73-29
Project completed fiscal year 1975

Dr. John A. Langdale
June 1974

Report Descriptors: BUREACRACY; ORGANIZATIONAL ENVIRONMENT; INDUSTRY PRACTICES; INDUSTRIAL MANAGEMENT; SOCIAL STRUCTURE

NTIS PB236218/AS

5-031 Assets, Labor Supply, and the Consumption of Goods Over the Life Cycle (Three Essays on the Formulation and Estimation of a Time Allocation Mode)

PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 91-32-69-66
Project completed fiscal year 1974

James J. Heckman
1974

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; INCOME; HOUSEHOLDS; MATHEMATICAL MODELS; CONSUMPTION; LABOR SUPPLY

NTIS PB229254/AS

5-032* Attitudes Toward Equal Pay and Affirmative Action for Women in the Work World

YALE UNIVERSITY
NEW HAVEN, CONN.

Janet P. Grisby, Doctoral Candidate

Grant 91-09-76-54
Project still in progress

Descriptors: SEX DISCRIMINATION; ATTITUDES; WOMEN; AFFIRMATIVE ACTION PLANS

This dissertation will study the levels of attitudes and beliefs on sex inequality in work and evaluate some of the determinants of such attitudes and beliefs. The project focuses on two dominant aspects of Federal policies on sex inequality in work—equal pay and affirmative action. Affirmative action treats the sexes *unequally* (preference for equally qualified women over men) as a mechanism for achieving *equal* job distributions. People's attitudes to this federally supported policy may be especially complex and therefore important to understand. This study will help to anticipate realistically the effects of, and responses to, the many possible antidiscrimination programs for implementing the laws and help to choose effectively among the alternatives.

5-033* A Behavior Model of Labor Force Migration

CORNELL UNIVERSITY
ITHACA, N.Y.

Sigurd R. Nilsen, Doctoral Candidate

Grant 91-36-75-09
Project still in progress

Descriptors: GEOGRAPHIC MOBILITY; JOB APPLICANTS; LABOR MOBILITY; OCCUPATIONAL MOBILITY; ECONOMIC ANALYSIS AND ECONOMETRICS

This study will test empirically the hypothesis that overqualification leads to occupational mobility when the region of residence does not provide sufficient opportunity for career development. The focus will be on four basic questions: (1) What motivates people to migrate? (2) What are the characteristics of people who migrate? (3) Where do people migrate from? (4) Where do people migrate to?

Data for the research will be derived from the 1970 Public Use Sample, prepared by the U.S. Bureau of the Census. The model of migration behavior that is developed will differ from previous models in that it will focus on gross migration (i.e., both into and out of a particular region) rather than net flow and will employ personal data on individuals (age and educational and occupational characteristics) rather than aggregate data. Separate samples will be constructed on the basis of sex, race, and age group.

5-034* A Benefit/Cost Analysis of Institutional Training Programs in Michigan Prisons

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Sandra Elaine Gleason, Doctoral Candidate

Grant 91-26-76-19
Project still in progress

Descriptors: CORRECTIONS; EFFECTIVENESS OF PROGRAMS; COSTS

This research is a benefit/cost analysis of prison training programs in Michigan penal institutions. The study will attempt to identify the strengths and weaknesses of institutional vocational training programs by analyzing three areas of concern. They are: (1) An evaluation of benefits and costs of training programs; (2) determination of personal characteristics associated with employment and recidivism patterns of ex-offenders; and (3) identification of institutional characteristics of prisons that are associated with the differences in the postrelease employment and recidivism patterns of ex-offenders.

Data for this study will be provided by the Michigan State penal institutions and will be used along with social security data.

5-035* Blue-Collar Worker Response to the 4-Day Workweek

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

David M. Maklan, Doctoral Candidate

Grant 91-26-74-10
Project still in progress

Descriptors: BLUE-COLLAR WORKERS; WORK SCHEDULES; MEN; ADJUSTMENT

The aim of this study is to appraise the adjustment of workers shifted from a 5-day to a 4-day workweek. Emphasis is being placed on the workers' behavioral and psychological responses to the new schedule relative to their roles as husbands and parents.

The sample consists of 225 married, male, blue-collar workers—150 of whom have begun a 4-day-a-week work schedule and 75 of whom are remaining on the standard 5-day schedule and serve as a control group. The men were interviewed and tested initially just before the new schedule was adopted and again 6 months later. Information was gathered in these interviews on personal characteristics, motivations, values, attitudes, self-perceptions, subjective perceptions of family relationships, work, and leisuretime activities. Objective data on behavior were obtained through the workers' keeping a time-budget diary of their activities during 1 week in each of the two test periods.

5-036* Career Patterns of 2-Year College Graduates

THE STATE UNIVERSITY OF NEW YORK AT
BUFFALO
BUFFALO, N.Y.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Robert E. Allen, Doctoral Candidate

Grant 91-36-73-13
Project still in progress

Descriptors: UNIVERSITIES AND COLLEGES; LABOR MARKET BEHAVIOR; OCCUPATIONAL MOBILITY; JOB SEARCH; GEOGRAPHIC MOBILITY; COLLEGE GRADUATES; EDUCATION EFFECT ON CAREER PATTERNS

This study of the labor market experience and career patterns of alumni of 2-year colleges makes the following comparisons: (1) Business vs. engineering graduates; (2) graduates who transfer to 4-year colleges vs. those who do not; and (3) graduates of 2-year private colleges vs. graduates of public community colleges. The study also examines the occupational and geographic mobility of 2-year college graduates and attempts to predict their career success on the basis of such criteria as academic excellence, demographic characteristics, job search experiences, and length of time since graduation.

Data are being drawn from the records of two public and two private 2-year colleges in western New York State. Questionnaires are being sent to 3,000 alumni of these schools who graduated between 1962 and 1971.

5-037* Careers of Upward Bound Alumni

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Nancy S. Netting, Doctoral Candidate

Grant 91-23-70-60
Project still in progress

Descriptors: UPWARD BOUND; DISADVANTAGED; COLLEGE PREPARATION; YOUTH

This study follows up a group of young people who have participated in Upward Bound—an intensive 3-year college preparatory program for disadvantaged students with "undeveloped" college potential who enter the program as high school sophomores.

The sample consists of 100 young people who completed at least 1 year in the program at the University of Hartford—60 who went on to college and 40 who dropped out of Upward Bound and may or may not be in school. The researcher is tracing their job and educational histories in individual interviews in an attempt to: (1) Isolate variables which have influenced their decisions during and since participation in Upward Bound and (2) pinpoint characteristics which distinguish the students who went on to college from those who did not.

5-038* Changes in State Labor Legislation for Women, 1900-1973: A Social Indicator's Approach

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Ronnie Steinberg Ratner, Doctoral Candidate

Grant 91-36-74-42
Project still in progress

Descriptors: LAW; WOMEN; STATE AND LOCAL GOVERNMENTS; SOCIAL CHANGE; LABOR LAWS

This research is investigating aspects of American protective labor legislation for women at the State level. The two major questions to be addressed are: (1) What are the patterns in the emergence and growth of these laws over time? (2) How do trends in these laws relate to broader economic, social, and political changes in the United States?

A set of State-by-State indexes depicting changes in protective labor legislation will be derived from relevant statutes. Using the definition of State labor laws for women advanced by the Women's Bureau in the 1969 *Handbook of Women Workers*, the researcher will distinguish 12 specific sets of laws that might apply to any State. Special attention will be given to laws regulating wages and hours.

The sample consists of: (1) The six States with the largest average population since 1930 and (2) half of the remaining States, drawn by means of systematic sampling.

5-039 The Company Youth Keep: An Empirical Analysis of Jobfinding Among Young Men Aged 14 to 24

BRYN MAWR COLLEGE
BRYN MAWR, PA.

David N. Saunders, Doctoral Candidate

Grant 91-42-73-21
Project completed fiscal year 1976

Descriptors: JOB SEARCH; JOB LOCATION; PUBLIC EMPLOYMENT SERVICE; NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; TRANSITION FROM SCHOOL TO WORK

This study examined the personal, social, and economic correlates of job finding of young men. The data base was the National Longitudinal Survey from 1966 to 1969.

Younger, less educated youth relied more heavily on informal channels. Increasing age and education led to a slight shift from informal to formal channels, although informal ones still dominated. As white youth matured, they relied less on friends, relatives, and school and more on formal methods, except schools. For both races increased education led to a rise in the use of formal techniques, particularly schools. While blacks relied more heavily on friends and relatives than did whites, race was less important than social class, with higher social class youth showing a greater use of formal channels. Youth using formal channels tended to locate white-collar jobs, particularly professional and clerical; those relying on informal channels had a greater chance of locating blue-collar jobs. Whites found the highest "quality" jobs through private agencies, newspapers, and the "other"

channel. Among both races, contacts through friends and relatives generally led to lower quality jobs. An extensive review of the literature on job finding is included in this report.
December 1974

5-040* A COMPARATIVE ECONOMIC ANALYSIS OF THE SIZE DISTRIBUTION OF INCOMES OF WHITE, BLACK, AND SPANISH AMERICAN (LATINO) ETHNIC GROUPS IN THE UNITED STATES

INDIANA UNIVERSITY FOUNDATION
BLOOMINGTON, IND.

Mahmood A. Khan, Doctoral Candidate

Grant 91-18-75-07
Project still in progress

Descriptors: DISCRIMINATION; EDUCATIONAL ATTAINMENT; INCOME DIFFERENTIALS; ECONOMIC ANALYSIS AND ECONOMETRICS; SPANISH-SPEAKING AMERICANS

The researcher is investigating differences between the median incomes of Spanish Americans and those of other Americans, both black and white, in an effort to determine the causes of the relatively low levels of Spanish American incomes. The study is concerned with three main aspects of Latino incomes and will involve the estimation and analysis of: (1) The determinants of personal income, (2) the distribution of personal income, and (3) changes in the distribution of personal income of Latinos vis-a-vis other white and black Americans. Quantitative estimates of the gross influence of such socioeconomic attributes as age, race, sex, education, and geographical location on personal incomes will be developed to see which of these attributes are most significantly related to Latino incomes.

Extensive use will be made of 1970 U.S. Census of Population data that provide information by State, standard metropolitan statistical area, and occupation on the incomes of persons by age, sex, education, race, and State of residence. The sample of population is being limited to those 13 States with 100,000 or more persons of Spanish origin. Regression and correlation techniques will be utilized to develop a predictive model of the expected size of attribute-specific income of individuals and the variability of the race-specific income distribution. Once the relationship between these attribute-specific variables and Latino income is determined, it should be of value in developing appropriate manpower retraining and job search information programs and reviewing taxation, subsidy, and income maintenance policies.

5-041* A COMPREHENSIVE EVALUATION OF THE RECRUITMENT AND TRAINING PROGRAM, INC.'S APPRENTICE OUTREACH PROGRAM: AN ANALYSIS OF PROGRAM SUCCESS

UNIVERSITY OF WISCONSIN
MADISON, WISC.

Lucian B. Gatewood, Doctoral Candidate

Grant 91-55-76-07
Project still in progress

Descriptors: APPRENTICESHIP OUTREACH PROGRAM; ASSESSMENT AND EVALUATION; TRAINING EFFECTIVENESS AND IMPACT

The objective of this case study is to assess the effectiveness and progress of the Apprenticeship Outreach Program run by the Recruitment and Training Program, Inc. The three major concerns are: (1) Determine the economic and noneconomic impact on program participants; (2) evaluate the degree of success of particular programs to uncover factors that account for variations in program success; and (3) assess the program for its effect on the distribution of minority to white apprentices and skilled craftworkers, Multiple regression analysis will be used to check these concerns.

5-042 COMPUTABLE NATIONAL MODELS OF THE DISTRIBUTION OF FACTOR INCOME

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

James Medoff, Doctoral Candidate

Grant 91-25-74-41
Project completed fiscal year 1976

Descriptors: INCOME; EARNINGS; WAGES; INCOME DIFFERENTIALS; INCOMES POLICY; ECONOMIC POLICY; WAGE DIFFERENTIALS

This thesis presents a computable general equilibrium model of the U.S. economy. The model was designed for analyzing the distributional implications of the demands for goods and factors associated with different governmental expenditure functions. The model is distinctive in that it generates a distribution of income among family units in addition to a distribution between factors.

The most difficult aspect of this problem involved determining the family distribution of earnings when families can have more than one worker. As the economy's labor demands are altered, it is necessary to know which family units will supply the requisite labor.

The proposed solution requires two steps. First, the labor demands of firms and government are cross-classified by occupation and sex. Second, workers are grouped into family units according to these characteristics such that the new grouping is in some sense "close" to the original, while satisfying the economy's labor requirements and some demographic constraints.

The simulation model includes 43 industries, 10 governmental activities, 68 occupations (for each sex), and 3,031 family types classified by data required for the model's implementation had to be processed in the course of this project.

Various governmental expenditure policies were analyzed under different sets of assumptions. The five expenditure functions considered were military, elementary and secondary education, higher education, highways,

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

and health and hospitals. The raised from a proportional increase in each family type's income tax rate.

When each of the expenditures was exactly offset by an increase in income tax collections, total employment increased as a result of the multiproduct similarity to the balanced-budget multiplier. The larger the employment increase, the larger was the reduction in family income inequality. However, when total employment was held constant by increasing taxes more than expenditures, the mix of resources associated with each governmental expenditure function had virtually the same minimal effect on the family distribution of income.

5-043* THE CONSEQUENCES OF UNEMPLOYMENT ON EVALUATION OF SELF

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Richard M. Cohn, Doctoral Candidate

Grant 91-26-76-34
Project still in progress

Descriptors: UNEMPLOYMENT; ATTITUDES; MORALE; SELF IMAGE

The two major objectives of this research are (1) to develop a detailed model of the effect of unemployment on self-evaluations and (2) to measure the temporal stability of the effect through longitudinal analysis.

Data for the study are being derived from the *Panel Study of Income Dynamics* (Institute for Social Research), which offers information about the economic, social, and psychological characteristics of approximately 5,500 families. Various methods of regression analyses and other statistical techniques are being used to test the theoretical model and to measure the persistence of attitude changes over time.

5-044* THE CONTRIBUTION OF SOCIAL RESOURCES TO THE INDIVIDUAL'S PARTICIPATION IN THE LABOR FORCE

STATE UNIVERSITY OF NEW YORK
ALBANY, N.Y.

John C. Vaughn, Doctoral Candidate

Grant 91-36-75-14
Project still in progress

Descriptors: CAREER GOALS; SOCIAL RELATIONSHIPS; CAREER CHOICE; STATUS; CAREER EXPLORATION; TRANSITION TO WORK; ECONOMIC ANALYSIS AND ECONOMETRICS; CAREER PATTERNS; JOB SEARCH; LABOR FORCE PARTICIPATION; LABOR MARKET INFORMATION; OCCUPATIONAL MOBILITY; NEW YORK, ALBANY SCHENECTADY, TROY (SMSA)

This study, using the Blau-Duncan causal model of occupational mobility as its baseline, proposes to examine social relationships that may influence labor force entry and participation over time in a significant way. Specifically, friendship and acquaintance networks derived from parents' social status and labeled as "social resources" will be introduced into the Blau-Duncan model as an intervening variable affecting occupational achievement and mobility. Both the availability and the utilization of such social resources will be examined in the study.

Data for the research will be derived from a stratified sample of 400 males, aged 20 to 64, who are currently participating in the civilian labor force in the Albany-Schenectady-Troy standard metropolitan statistical area. A second group of 100 retired male workers will also be drawn to provide data on those who have completed their careers. Information will be obtained from both sample groups through an interview schedule including both open-ended and closed questions. Path analysis is the basic analytic technique, supplemented by a log-linear analysis for the open-ended data.

5-045 A CRITIQUE OF DUNCAN'S STRATIFICATION RESEARCH

DUKE UNIVERSITY
DURHAM, N.C.

Grant 91-35-68-15
Project completed fiscal year 1974

Norville D. Crowder
May 1974

Report Descriptors: EARNINGS; SOCIAL STRUCTURE; STATUS; ECONOMIC STATUS; OCCUPATIONAL CLASSIFICATION

NTIS PB231343/AS

5-046* DEMAND AND TRAINING FOR DENTAL HYGIENISTS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Norbert W. Budde, Doctoral Candidate

Grant 91-27-69-38
Project still in progress

Descriptors: LABOR SUPPLY; LABOR DEMAND; TRAINING EFFECTIVENESS AND IMPACT; HEALTH MANPOWER

This study is examining the range of activities within a dentist's practice in which a hygienist can substitute for the dentist, determining the optimal mix of these activities, and deriving a demand and supply curve for hygienists.

Dentists who employ hygienists and those who do not are being interviewed concerning the time they spend on various tasks which both they and hygienists can perform and the total volume of services their practices provide. The demand estimate for hygienists is based on substitution possibilities and the value of the dentists' time on the size of their practices. The supply estimate builds on the results of other studies and takes into account such fac-

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

tors as expected rate of return on investment in training, availability and cost of training, and present competition to enter training.

5-047* DEMAND ASSUMPTIONS IN A MODEL OF THE LABOR FORCE PARTICIPATION OF MALES

UNIVERSITY OF WISCONSIN
MADISON, WISC.

Robert J. Gitter, Doctoral Candidate

Grant 91-55-76-31
Project still in progress

Descriptors: LABOR DEMAND; LABOR SUPPLY; LABOR FORCE PARTICIPATION; WAGE STRUCTURE

This study examines three important issues— the demand for labor, the supply of labor, and the interaction of the two with the wage rate— as they apply to men. Two problems are specifically addressed: (1) Determining what factors influence the demand for labor in the community and (2) estimating the labor supply curve while allowing for the confounding effects of demand.

The 1970 Census of Population provides most of the data on employment status, income, and demographic characteristics needed for the study. Three equations measuring supply, demand, and wage rates are tested, using standard statistical techniques.

5-048 EDUCATION, SCREENING, AND THE DEMAND FOR LABOR OF UNCERTAIN QUALITY

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Grant 91-36-74-20
Project completed fiscal year 1975

Dr. Kenneth I. Wolpin
August 1974

Report Descriptors: PRODUCTIVITY; LABOR MARKET BEHAVIOR

NTIS PB236227/AS

5-049* THE DEMAND FOR LABOR SERVICES IN THE SHORT AND LONG RUN: A SIMULTANEOUS EQUATION ECONOMETRIC FRAMEWORK

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Petros K. Sabatacakis, Doctoral Candidate

Grant 91-36-74-09
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; PRODUCTIVITY; ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR DEMAND

This study is developing an econometric framework within which to: (1) Determine the effects of output, prices, and investment on the demand for labor services and (2) analyze the demand for labor for integration with a labor supply and wage equation to provide a full econometric description of the labor market.

The framework is being applied to the private domestic manufacturing sector as well as to individual 2 or more digit industries to determine whether the results obtained at the aggregate level hold at the industry level and to enable examination of the characteristics of specific industries with respect to employment changes resulting from changes in relative prices, rate of technological advance, and output requirements.

Data on the aggregate manufacturing sector will be obtained from *Employment and Earnings* and *The Survey of Current Business*. Industry data will be drawn from Federal Reserve Board and Bureau of Labor Statistics publications.

5-050* THE DEMAND FOR MUNICIPAL EMPLOYEES

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Robert E. Hopkins, Doctoral Candidate

Grant 91-42-74-07
Project still in progress

Descriptors: STATE AND LOCAL GOVERNMENTS; LABOR DEMAND

This study of the determinants of municipal employment focuses on the effects of the degree and source of control for city expenditures. The basic theoretical structure of the study is the same as that employed in grant 91-17-71-26.

Using Census of Governments data for 41 major cities, the candidate is estimating employment equations for 12 categories of city government activity.

5-051* DEMOCRACY, AUTHORITY, AND ALIENATION IN WORK: A CASE STUDY OF THE EFFECTIVENESS OF WORKERS' PARTICIPATION IN AN AMERICAN CORPORATION

YALE UNIVERSITY
NEW HAVEN, CONN.

John F. Witte, Doctoral Candidate

Grant 91-09-76-36
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: ALIENATION; JOB SATISFACTION; WORKER PARTICIPATION IN MANAGEMENT

This case study of a nonunion California manufacturing firm seeks to identify the factors that explain worker alienation and to determine how and to what degree worker participation in decisionmaking at all levels of administration affects the level of alienation.

Two sources of information are being used: (1) Initial and followup interviews with a random sample of the work force and more than two-thirds of the supervisors and managers of the company; (2) measurements of who actively participated in decisionmaking and how they evaluated their participation.

5-052* DELINEATION OF THE DUAL LABOR MARKET THEORY AND DERIVATION OF TESTABLE HYPOTHESES

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Marc P. Freiman, Doctoral Candidate

Grant 91-55-74-19
Project still in progress

Descriptors: HUMAN CAPITAL; TAXES; MEN

This study is constructing time paths depicting the annual depreciation in value of the human capital of the average worker within selected occupations. The candidate will attempt to determine whether these time paths can be accurately characterized by certain roles and, if so, what this implies for the feasibility of income tax deductions for the depreciation of human capital.

The principal research source is National Bureau of Economic Research-Thorndike data, which contain recent and longitudinal information on the educational and occupational histories of a sizable sample of males originally studied in World War II.

5-053 A DESCRIPTIVE SURVEY OF PART-TIME EMPLOYMENT IN FOOD SERVICES IN OHIO

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Grant 91-37-70-55
Project completed fiscal year 1974

Jeanne Whitman Prodell and Dr. Rachel M. Hubbard
June 1973

Report Descriptors: FOOD SERVICE INDUSTRY; PART-TIME EMPLOYMENT; JOB SATISFACTION; INDUSTRY PRACTICES; UNSKILLED WORKERS; OHIO

NTIS PB224170/AS

5-054 THE DESIGN OF FEDERAL EMPLOYMENT PROGRAMS: AN ECONOMIC ANALYSIS

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-73-02
Project completed fiscal year 1975

Dr. Lawrence S. Seidman
May 1974

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; LABOR FORCE PARTICIPATION; STATE AND LOCAL GOVERNMENTS; LOW-WAGE JOBS; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)

NTIS PB236169/AS

5-055 THE DETERMINANTS OF EARNINGS OF MEN AND WOMEN IN THE UNITED STATES

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Grant 91-26-73-19
Project completed fiscal year 1975

Paula Hudis Snyder
June 1974

Report Descriptors: EARNINGS; EDUCATION; WOMEN; MEN

NTIS PB236203/AS

5-056 THE DETERMINANTS OF EDUCATIONAL ATTAINMENT AND ADULT STATUS AMONG BROTHERS: THE KALAMAZOO STUDY

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Michael R. Olneck, Doctoral Candidate

Grant 91-25-74-43
Project completed fiscal year 1976

Descriptors: EDUCATION EFFECT ON CAREER PATTERNS; RETURNS ON EDUCATIONAL INVESTMENT; LONGITUDINAL SURVEYS; YOUNG MEN; TESTING; FAMILIES; ATTAINMENT; STATUS; MICHIGAN, KALAMAZOO

The Kalamazoo Brothers sample provides data on the tested cognitive ability, family background, educational attainment, occupational status, and income of men who were in the sixth grade in the Kalamazoo, Mich.,public schools during the years 1928 to 1950.

In 1973 and 1974, 1,243 respondents were interviewed. The sample analyzed 692 respondents in the present study, comprising 346 pairs of brothers for whom complete data were available.

Applying path analytic techniques, the study assesses the impact of measured and unmeasured aspects of family background on test scores, educational achievement, occupational status, and earnings. Applying regression techniques, it estimates the effects of test scores on eduational attainment and the effects of test scores and education on occupational status and earnings among individuals and among brothers.

The results of the study suggest the following conclusions: (1) Ordinary socioeconomic variables are imperfect measures of family background. Brothers resemble each other to a larger extent than predicted by the effects of the father's education and occupation, number of siblings and other background measures. (2) Family backgound is not a major source of economic inequality. Brothers often end up in very different kinds of jobs and have very different incomes. The average difference between the earnings of two brothers is 87 percent as large as the difference between the earnings of two random individuals. (3) The effects of cognitive ability on educational attainment are significantly attenuated within families. Individuals with high test scores get more schooling in large measure because they come from families that somehow raise attainment independent of test scores. (4) Education strongly affects early occupational status. The effects of education on an early occupation are not sensitive to controls for test scores or family background. (5) Better schooled men enjoy a modest advantage on current occupation even when they come from the same family, have equal test scores, and hold similar jobs in their early careers. (6) Measured ability exercises a small, but significant, effect on current occupational status even among men from the same family who have the same amount of education and who have similar early occupations. (7) The apparent effects of education on income are due in large measure to the higher cognitive ability and more favorable home backgrounds of men with more schooling. The upward bias in the observed income-schooling relationship is about 50 percent. (8) Test score differences among brothers with equal amounts of schooling and similar occupations are significantly related to earnings differences. Differences in educational attainment among brothers with equal test scores and similar occupations are not significantly related to earnings differences.

The findings in the Kalamazoo Brothers study suggest than antipoverty measures oriented toward raising the scholastic achievements and educational attainments of poor children may rest on erroneous beliefs about the connections among family background, cognitive ability, schooling, and economic success.

5-057* The Determinants of Low Wages for Women Workers

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Mary Huff Stevenson, Doctoral Candidate

Grant 91-26-71-16
Project still in progress

Descriptors: WAGE DIFFERENTIALS; WOMEN; SEX DIFFERENCES; LOW-WAGE JOBS; MALE/FEMALE

This project is measuring the effects on the relative wages of men and women of differences in occupation, industry, and investment in human capital, with special attention to low-wage workers. It also describes the extent and nature of low-wage employment among women and the demographic and personal characteristics of women who work for low wages.

The analysis is based on data from the 1967 Survey of Economic Opportunity, combined with data from census and other government sources to show the industry, occupation, and area of residence of the survey sample.

5-058* Determinants of Sexual Inequality of Earnings Among Blue-Collar Workers in Metropolitan Labor Markets

UNIVERSITY OF ILLINOIS
URBANA, ILLINOIS

Robert Bibb, Doctoral Candidate

Grant 91-17-76-23
Project still in progress

Descriptors: EARNINGS; SALARY COMPARABILITY STUDIES; LABOR MARKET EXPERIENCE; BLUE-COLLAR WORKERS

The focus of this study is on identifying the determinants of income among blue-collar workers. Its first objective is to clarify the relationship between sexual differences in human capital investments (education, vocational training, and labor force experience) and earnings in light of differences in the job and industry concentrations of blue-collar workers. A second objective is to determine what effects, if any, the economic environment of cities have on sexual earnings inequality among blue-collar workers.

5-059 A Determination of Investment Priorities in Urban Black Communities

PRINCETON UNIVERSITY
PRINCETON, N.J.

Grant 91-32-70-41
Project completed fiscal year 1974

Vernon J. Dixon
August 1973

Report Descriptors: BLACKS; BLACK COMMUNITIES; MINORITY BUSINESS ENTERPRISE; ECONOMIC DEVELOPMENT; COST EFFECTIVENESS; INVESTMENT

NTIS PB230644/AS

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-060* Determining the Rate of Wage Inflation: An Alternative Predictor to the Unemployment Rate

BROWN UNIVERSITY
PROVIDENCE, R.I.

John M. Barron, Doctoral Candidate

Grant 91-44-74-39
Project still in progress

Descriptors: WAGES; INFLATION; UNEMPLOYMENT/INFLATION TRADEOFF; ECONOMIC INDICATORS; DURATION OF UNEMPLOYMENT; JOB SEARCH

This study focuses on the relationship of wage change to labor market conditions to derive a proxy for a vacancy series, the average duration of unemployment, that is readily available for empirical testing. In addition, the study examines search in the labor market, when search entails finding a vacancy and then deciding whether the wage is suitable. Preliminary tests using average duration of unemployment instead of unemployment rates have resulted in a substantially improved fit of the empirical relation.

5-061 The Development of "Hometown Plans" for Increasing Minority Employment in the Construction Industry in Selected U.S. Cities

THE UNIVERSITY OF
CHICAGO, ILL.

Clarence R. Tyson

Grant 91-17-71-48
Project completed fiscal year 1976

Descriptors: HOMETOWN PLANS; MINORITIES; CONSTRUCTION INDUSTRY

The objectives of this study were to analyze the development and implementation of hometown plans in the construction industry. The incidence, substance, and implementation of these agreements are examined in this report as a function of the comparative industrial relations contexts and negotiation processes in different hometown locales. The primary focus of the research is on the efficacy of hometown negotiations in establishing new rules and institutional arrangements regarding minority hiring and training in areawide construction systems.

The procedures of the study include analysis of published data and data collection through field interviews. Published data from the Bureau of the Census, the Bureau of Labor Statistics, the Equal Employment Opportunity Commission, and the Office of Federal Contract Compliance and previous scholarly research are used to explain the incidence of hometown plans. Field interviews provided information on the negotiation, substance, and implementation of particular plans.

The most important implications that are suggested by this research relate to policy, practice, and program efforts. First, the faith of hometown planners in this particular approach is seriously discouraged by what they see as inconsistent Federal policy, sporadic enforcement, and lack of local support. Second, the promise of increased minority employment (on a continuing basis) through these plans is an unrealistic hope without adequately designed and staffed training programs, followup activities to improve the chances of minority retention after initial placement, and Federal surveillance (with sanctions) to insure that all parties are living up to the terms of their agreement. In this respect, it appears that Federal field offices are seriously understaffed, and local plan participants are unable to get consistent and convenient assistance. Finally, efforts such as the hometown-plans program are hampered by a liability and an encumbrance — by the lack of helpful labor market data (however accurate) at the local level to guide program choices and by the proliferation of local and federally funded agencies and programs all with some responsibility for enforcing equal employment opportunity.

5-062* The Development of the Labor Force in San Francisco, 1870-1910: A Comparative Analysis of Three Groups of Workers

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Jules Tygiel, Doctoral Candidate

Grant 91-06-75-24
Project still in progress

Descriptors: DUAL LABOR MARKETS; GEOGRAPHIC MOBILITY; LABOR MARKET; LABOR MARKET AREAS; OCCUPATIONAL MOBILITY; SOCIAL MOBILITY; CALIFORNIA, SAN FRANCISCO

This historical study will examine the effects of varying occupational experiences of three groups of workers (carpenters, teamsters, and day laborers) upon the development of labor market conditions in an urban environment (San Francisco). It will try to determine the consequences of social, spatial, and occupational mobility for workers of different job and skill levels and will search for the possible presence of a dual labor market in 19th century San Francisco.

For the analysis, quantitative data will be derived from census manuscripts, city directories, tax records and historical material, labor newspapers, journals, and other records of the period. Data for the three occupations will be cross-tabulated, with various statistical tests of significance applied to the results.

5-063* The Differential Effects of Reduced Research Funding on University Scientists

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Margit A. Johansson, Doctoral Candidate

Grants 91-34-70-63; 91-34-69-50
Project still in progress

Descriptors: FEDERAL FUNDING; UNIVERSITIES AND COLLEGES; WORK ATTITUDES; TEACHERS; SCIENTISTS

This study is assessing the impact of recent reductions in Federal research funding at a major university. From interviews, questionnaires, and college records, answers are being sought to such questions as: (1) What are the characteristics of the faculty, nonfaculty, and student researchers who do (or do not) continue to receive Federal support? (2) Which researchers sustain productivity despite fund reductions? (3) How do fund cuts affect researchers' alternative activities, self-esteem, and relations with colleagues?

5-064* Diffusion of Wage Inflation and Regional Migration of Labor

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

John G. Treble, Doctoral Candidate

Grant 91-17-75-02
Project still in progress

Descriptors: LABOR MOBILITY; GEOGRAPHIC MOBILITY; HUMAN CAPITAL; INCENTIVES; INFLATION; LABOR MARKET INFORMATION; WAGES; JOB LOCATION; WORK SCHEDULES; LABOR DEMAND; LABOR MARKET AREAS; ECONOMIC ANALYSIS AND ECONOMETRICS

This study will explore the impact of wage changes in specified labor market areas on wages in other areas, especially through migration and interarea exchange of labor market information. The analysis is based on the hypothesis that a rise in wages in one region presents employers in other regions with a threat of outmigration and, hence, of possible labor shortage. Employers in these regions are therefore motivated to respond to threatened or actual labor outmigration by matching the wages paid elsewhere, thus hastening the diffusion of wage inflation.

A model will be constructed incorporating both a theory of gross (rather than net) migration and an interarea wage determination process reflecting the shift in manpower demand levels generated by gross migration flows. Some attention will be devoted to the impact of imperfect labor market information on migration behavior, but the analysis will focus primarily on the role played by interarea labor market information in determining intraarea wage levels. Empirical testing of the model will be based on monthly earnings information gathered by Prof. Frank Brechling under U.S. Department of Labor grant 91-15-70-07, together with migration data drawn from responses to the 1960 and 1970 census questions regarding place of residence 5 years earlier. Certain groups (e.g., the elderly) will be eliminated from the sample migrant population on the assumption that their interregional movement was not economically motivated. Cross-sectional, age-specific migration rates will then be examined in light of such variables as area wage rates, unemployment rates, distance between areas, and climatic conditions.

5-065* The Dual Labor Market: Its Existence and Consequences

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Samuel Rosenberg, Doctoral Candidate

Grant 91-06-74-04
Project still in progress

Descriptors: DUAL LABOR MARKETS; UNDEREMPLOYMENT; UNEMPLOYMENT; URBAN AREAS; INCOME; POVERTY AREAS

For males aged 22-64, this study examines the dual labor market theory's explanation for the unemployment and underemployment characteristics of low-income urban areas. It will define specific occupations in the primary and secondary labor markets, assess the degree of mobility between the two sectors and the degree of turnover in the secondary sector, and investigate wage and income determination in the two sectors.

Data sources include the *1970 Census of Population and Housing: Employment Profiles of Selected Low-Income Areas;* an unpublished Ph.D. dissertation by Robert E. B. Lucas, "Working Conditions, Wage-Rates, and Human Capital: A Hedonic Study," which reduced the DOT job titles to the 295 1960 census occupations; *County Business Patterns;* and *Census Tracts.* The researcher will make a priori assumptions and place occupations in either the primary or secondary labor market based on the following job characteristics: Skill requirements; wage level; annual income earned in occupation both by full-time, full-year workers and by part-time, part-year workers; turnover; and qualitative working conditions.

5-066 Early Career Alienation and Socioeconomic Attainments of a Rural Population

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-72-49
Project completed fiscal year 1974

Luther B. Otto
November 1973

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: YOUNG MEN; JOB SATISFACTION; OCCUPATIONAL MOBILITY; ALIENATION; STATUS; CAREER PATTERNS

NTIS PB224956/3AS

5-067* Early Retirement and the Labor Market Dynamics of Older Workers

YALE UNIVERSITY
NEW HAVEN, CONN.

Thomas Alton Gustafson, Doctoral Candidate

Grant 91-09-75-35
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; MEN; NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; PENSIONS; RETIREMENT

This report studies the labor market of older workers with particular emphasis on those who have opted for early retirement. A comprehensive look into the pros and cons of retirement, whether early or not, should lead to information on pensions, unemployment compensation, social security, and other retirement-related areas.

Data to be analyzed are from the Parnes National Longitudinal Survey conducted between 1966 and 1971. Five thousand men between 45 and 59 were interviewed, and information gathered should shed light on early retirement and its effects.

5-068 An Econometric Analysis of the Unemployment Insurance System in a Local Urban Labor Market

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Grant 91-26-74-03
Project completed fiscal year 1975

Dr. Stephen T. Marston
September 1974

Report Descriptors: UNEMPLOYMENT INSURANCE; ECONOMIC ANALYSIS AND ECONOMETRICS; UNEMPLOYMENT BENEFIT EXHAUSTEES; MICHIGAN, DETROIT

NTIS PB241335/AS

5-069 An Econometric Study of the University of Massachusetts/Amherst Faculty Salary Differentials

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Emily P. Hoffman, Doctoral Candidate

Grant 91-25-74-27
Project completed fiscal year 1976

Descriptors: WAGES; SALARY COMPARABILITY STUDIES; TEACHERS; UNIVERSITIES AND COLLEGES; WAGE DIFFERENTIALS; MALE/FEMALE; MINORITIES

This study investigated several problems concerned with academic employment: Are faculty members rewarded more for research and publications than for teaching, administrative duties, or public service? How effective does the market mechanism function to allocate professional resources? Are women and minority group members discriminated against in salaries and promotions? The study focused on the University of Massachusetts/Amherst and utilized data obtained from published sources and from personal interviews with faculty members. The effectiveness of affirmative action in reducing wage discrimination against women was investigated by means of a longitudinal study.

One conclusion emerging from this study was that in determining the existence and extent of wage discrimination, the unequal rank for males and females with equal characteristics must always be considered as a means by which wage discrimination can occur. Compared with men having equal characteristics, female faculty members at the university were found to be overrepresented in the ranks of lecturer, instructor, and assistant professor and underrepresented in the ranks of associate professor and professor. More broadly, discriminatory position assignments must be eliminated where position is defined by characteristics of rank, tenure track or nontrack, full or part time, and teaching assignments.

5-070 Economic Deprivation, Occupational Ideology, and Political Change: A Study of Engineers and Applied Scientists in California

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Howard P. Greenwald, Doctoral Candidate

Grant 91-06-73-28
Project completed fiscal year 1976

Descriptors: WORK ATTITUDES; ENGINEERS; SCIENTISTS; UNEMPLOYED; ATTITUDES; CALIFORNIA

Unemployment, underemployment, or the fear of either had important effects upon the attitudes of scientists and engineers in the San Francisco Bay area. The researcher mailed questionnaires to about 1,000 technical professionals in this region asking extensively about labor market experiences, expectations about the economic future, and a variety of professional and political attitudes. The 719 persons who responded were more likely to feel dissatisfied with their career choices, favor collective solutions to employment problems (such as unionization), switch party preference, and blame society instead of the individual for economic failure, if they had

experienced unemployment or underemployment in the past or expected unemployment or income fluctuation in the future. The economically insecure were generally less sympathetic to technocratic thought (granting more governmental power to technical experts) than the secure. But the persons dissatisfied with their careers, although secure were highly technocratic.
1976

5-071* AN ECONOMIC EVALUATION OF VOCATIONAL REHABILITATION IN LOUISIANA

LOUISIANA STATE UNIVERSITY
BATON ROUGE, LA.

Robert Charles Brown, Doctoral Candidate

Grant 91-22-75-31
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; COUNSELING AND GUIDANCE; DISADVANTAGED; EFFECTIVENESS OF PROGRAMS; HANDICAPPED; REHABILITATION; VOCATIONAL REHABILITATION; LOUISIANA

The primary thrust of this project is to perform an economic benefit-cost analysis of a vocational rehabilitation program in Louisiana. Private and social benefit-cost ratios will be computed and used to test the following hypotheses: (1) That significant private and social benefits can be derived from the program; (2) that these benefits will vary according to the extent to which an individual participates; and (3) that the magnitude of these benefits varies among certain subgroups.

Experimental and control group techniques will be used to gather data to evaluate the impact of services rendered by the program.

5-072 ECONOMICS AND THE BLACK EXODUS: AN ANALYSIS OF NEGRO EMIGRATION FROM THE SOUTHERN STATES: 1910-1970

STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 91-06-71-27
Project completed fiscal year 1975

Dr. Flora D. Gill
1975

Report Descriptors: MIGRATION; GEOGRAPHIC MOBILITY; BLACKS; LABOR MOBILITY; SOUTHERN STATES

5-073* THE ECONOMICS OF JOB SEARCH: A STUDY OF TWO LOCAL MASSACHUSETTS LABOR MARKETS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

James S. Henry, Doctoral Candidate

Grant 91-25-76-41
Project still in progress

Descriptors: JOB SEARCH; LABOR MARKET; UNEMPLOYED

This study is analyzing the impact of unemployment insurance on: (1) Job search by young workers, and (2) temporary layoffs by firms. The empirical data and conclusions derived from the research will be used as a basis for discussing current search models of unemployment and as the foundation for an alternative model of how workers find jobs and jobs find workers.

The data for the study, gathered in two local Massachusetts labor markets from unemployment insurance office records and employer tax reports, will be subjected to regression analysis.

5-074* ECONOMICS OF OCCUPATIONAL HEALTH AND SAFETY

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Kip W. Viscusi, Doctoral Candidate

Grant 91-25-76-16
Project still in progress

Descriptors: CAREER CHOICE; GOVERNMENT POLITICS; OCCUPATIONAL SAFETY AND HEALTH

This study will analyze the relationship between health and risk factors and individual job choice. The role of government action, in the form of job information dissemination, the 1970 Occupational Safety and Health Act, and workmen's compensation laws, is to be investigated for its effect on individual job choice and employer motivation to insure optimum safety. The study will attempt to identify what age groups and worker characteristics are most likely to be found in hazardous occupations.

Regression analysis will be performed on intrafirm data from firms in the Louisville, Ky., area and the National Longitudinal Study.

5-075 EDUCATION AND JOBS: A STUDY OF THE PERFORMANCE OF SOCIAL TASKS IN PUBLIC WELFARE

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Wilbur Alton Finch, Jr., Doctoral Candidate

Grant 91-06-74-16
Project completed fiscal year 1976

Descriptors: WELFARE PROGRAMS; WELFARE LEGISLATION; EDUCATION EFFECT ON CAREER PATTERNS; SOCIAL SERVICE EMPLOYEES

The purpose of this exploratory study was to answer three questions: What are the helping behaviors of social service workers in public welfare and can these behaviors be described in ways that coincide with differences in their educational preparation? Does the work environment influence or condition the helping behaviors of these employees, and, if so, how is this expressed? How can the public welfare administrator use this knowledge to achieve a more effective use of manpower resources?

The participants were all employees of a medium size public welfare organization with offices serving urban, suburban, and rural areas. Because this study attempted to compare different subpopulations defined by educational preparation and position in the organization's hierarchy, procedures for stratified random sampling were utilized. The 24 persons selected as a sample represent participants from a variety of categories, including paraprofessional staff with and without community college courses in one of the social services as well as workers with a bachelor's and a master's degree in social work. In addition, four line supervisors, two middle supervisors, and two managers were included in the sample. In this way, the performance of administrative tasks relating to social services could be studied.

The findings of the study suggest that the selection of an individual worker to provide a particular client service represents the selection of a technology to be used in addressing particular client needs. Definitions of helping behaviors which coincide with differences in educational preparation are combined into a scale of "worker functions", and ways in which the organization conditions work behavior are identified.

Dr. Wilbur A. Finch, Jr.
1974

Report Descriptors: WELFARE PROGRAMS; WELFARE LEGISLATION; EDUCATION EFFECT ON CAREER PATTERNS; SOCIAL SERVICE EMPLOYEES

5-076 THE EFFECT OF EMPLOYMENT DECENTRALIZATION ON JOB OPPORTUNITY IN THE CENTRAL CITY, 1960 TO 1970

BROWN UNIVERSITY
PROVIDENCE, R.I.

Grant 91-44-74-14-1
Project completed fiscal year 1975

Dr. Robert A. Moffitt
June 1975

Report Descriptors: HOUSING SEGREGATION; DESEGREGATION; LABOR SUPPLY; LABOR FORCE PARTICIPATION; COMMUTING; SUBURBAN AREAS; ECONOMIC ANALYSIS AND ECONOMETRICS

5-077 THE EFFECT OF HOUSING DISCRIMINATION ON THE NEGRO'S JOURNEY TO WORK

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-71-09
Project completed fiscal year 1974

William G. Moss
April 1973

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; RACIAL DISCRIMINATION; HOUSING SEGREGATION; COMMUTING; CALIFORNIA, SAN FRANCISCO BAY AREA

NTIS PB224773/AS

5-078* THE EFFECT OF INCOME MAINTENANCE PROGRAMS ON THE LABOR SUPPLY AND INCOMES OF LOW-INCOME HOUSEHOLDS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Paul T. Dickinson, Doctoral Candidate

Grant 91-29-71-36
Project still in progress

Descriptors: INCOME MAINTENANCE; LABOR SUPPLY; LOW INCOME; LABOR FORCE PARTICIPATION

This project seeks to evaluate the potential impact of various income maintenance schemes on labor force participation and other dimensions of labor supply among key social and demographic groups. Three criteria of efficiency are being applied in comparing the different plans: (1) Minimization of the reduction in labor supply; (2) maximization of the degree to which households are raised above the poverty level; and (3) maximization of the proportion of gross expenditures on the program that shows up as a net increase in family income.

Estimates disaggregated by age, sex, race, marital status, and income group are being developed from data for a cross section of 40,000 low- and medium-income individuals drawn from the Census Bureau's Current Population Surveys for February and March 1966.

5-079* THE EFFECT OF TECHNOLOGY ON ORGANIZATIONAL STRUCTURE

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Michael Dinney, Doctoral Candidate

Grant 91-26-72-11
Project still in progress

Descriptors: POLITICAL ACTION INSTITUTIONS; FARMWORKERS; UNIONIZATION; SOCIAL MOBILITY; MECHANIZATION; ATTITUDES; SOCIAL RELATIONSHIPS; CALIFORNIA, SAN JOAQUIN VALLEY

This study is concerned with the process by which a traditionally isolated sector of society—U.S. farmworkers—builds relations with social and political institutions. It examines patterns of social integration as shaped by mechanization, unionization, politicization, and social mobility.

For a sample of 200 farmworkers, 30 farm managers, and 30 farm operators in San Joaquin Valley, Calif., information is being obtained in extended personal interviews on personality, intelligence, values, attitudes, behavior, and background characteristics.

5-080 THE EFFECTS OF TITLE VII OF THE CIVIL RIGHTS ACT OF 1964 ON THE ECONOMIC POSITION OF MINORITIES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-73-07
Project completed fiscal year 1975

Andrea Beller
November 1974

Report Descriptors: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; BLACKS; DISCRIMINATION; EMPLOYMENT; ECONOMIC ANALYSIS

5-081* THE EFFECTS OF BENEFITS AND OVERTIME COSTS ON THE SHORT-RUN CYCLICAL DEMAND FOR LABOR IN THE AUTOMOBILE INDUSTRY IN MICHIGAN

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Arthur C. Schwartz, Doctoral Candidate

Grant 91-26-76-69
Project still in progress

Descriptors: FRINGE BENEFITS; BUSINESS CYCLE; TRANSPORTATION EQUIPMENT INDUSTRY

The basic problem to be studied is the effect of benefit costs (popularly referred to as "fringe benefit costs") on the short run cyclical employment response of employers in the auto industry. One of the most important employment problems facing this country is the adjustment of the work force because of cyclical variations in output. The automobile industry presents one of the best examples of an industry that has dramatic employment shifts over the cycle. The automobile industry in Michigan is the focus of this study rather than national employment because there is some variation across States in benefit costs that is of interest in the analysis.

A better understanding of the factors underlying employment variation in the automobile industry can provide useful insights into trade-offs among hours of work, employment, and labor costs that could be applied to other industries.

5-082* THE EFFECTS OF GEOGRAPHICAL IMMOBILITY ON THE UNEMPLOYMENT AND UNDEREMPLOYMENT OF LOW-INCOME AREA RESIDENTS

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Dennis M. Roth, Doctoral Candidate

Grant 91-06-73-03
Project still in progress

Descriptors: HARDCORE; UNDEREMPLOYMENT; BLACKS; COMMUTING; GHETTO RESIDENTS; SEX DISCRIMINATION

This project is concerned with the extent to which the isolation of jobseekers from available jobs exacerbates sex and racial discrimination in employment, the mismatching of skills, and other factors associated with high unemployment and underemployment in the central cities. Its objectives are to determine: (1) The causes of high unemployment in the central city, especially among blacks; (2) the range of employment opportunities actually available in the suburbs; (3) the relative importance of transportation vis-a-vis other determinants of ghetto residents' chances of getting and holding jobs; (4) the characteristics of those most likely to benefit from improvements in transportation; and (5) the reasons why some of the urban poor have adapted to changes in employment location and others have not.

The Oakland-San Francisco Bay region is the primary setting for this research. The 1970 Census Profiles of Selected Low-Income Areas and data tapes from Dun and Bradstreet's DUNS Market Identifier File are its primary sources. Regression techniques are being used to measure and compare the availability of jobs accessible at various costs to low-income area residents and to estimate the "latent demand" of the central-city poor for transportation to jobs outside the central business district.

5-083* THE EFFECTS OF LABOR MARKET CONCENTRATIONS ON WAGES

UNIVERSITY OF CONNECTICUT
STOORS, CONN.

Richard Stratton, Doctoral Candidate

Grant 91-09-76-02
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: EARNINGS; ECONOMIC INDICATORS; LABOR MARKET INFORMATION

The objectives of this study are to: (1) Develop a definition for labor markets which can be used in a variety of circumstances for collecting data and testing hypotheses on labor market behavior; (2) develop a concentration index for both employer and union concentrations within labor markets; and (3) test several hypotheses relating concentration to oligopoly and oligopsony power and wage determination in labor markets.

Data are taken from the 1970 Census Public Use Samples. Average earnings by occupation, industry, and SMSA corrected for variations in the worker's age, sex and education, will be used to explore the relationship between labor market, product market power, and resulting market wages. The analysis should provide a system for comparing relevant labor markets, filling certain gaps in literature on labor market theory, and providing further insight concerning the applicability of the marginal productivity theory of wages.

5-084 THE EFFECTS OF PSYCHOLOGICAL BIASES IN PERSONAL SELECTION UPON THE OCCUPATIONAL ATTAINMENTS OF WORKERS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Charles F. Turner

Grant 91-36-76-03
Project completed fiscal year 1976

Descriptors: CAREER PATTERNS; DISCRIMINATION; EARNINGS; ROLE MODELS; HIRING PRACTICES

The proposed research is designed to extend understanding concerning the role psychological factors play in occupational attainment. Specific inquiry will be to what extent covert discrimination, the interaction of the personality of job candidates and the psychological stereotypes of placement interviewers, can account for differences in the attainments of similarly qualified workers. Verification of implicit biases could have applicability in accounting for the underutilization of trained labor.

An experimental model will be set up to employ a bogus evaluation technique to judge an interviewer's decisions on prospective job candidates. This research should lead to an analysis of the placement interview situation itself.
September 1976

5-085* AN EMPIRICAL TEST OF THE HUMAN CAPITAL EARNINGS FUNCTION: A MICROECONOMIC ANALYSIS ACROSS CITIES

UNIVERSITY OF VIRGINIA
CHARLOTTE, VA.

Barry T. Hirsch, Doctoral Candidate

Grant 91-51-76-11
Project still in progress

Descriptors: EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; HUMAN CAPITAL

This study will empirically test and extend the human capital theory in an analysis of U.S. standard metropolitan statistical area's and the extent to which the variables of the human capital earnings function--schooling, experience, and employment--can explain the structure of earnings in the United States and earning inequalities between cities. An extended model that includes occupation and industry will then be estimated to see what additional explanatory power it possesses.

Econometric analysis will be done on 1970 Census 1/100 Public Use Sample data and should give insight into the process by which earnings are generated and the reasons for earning inequalities across cities.

5-086* EMPIRICAL TESTS OF JOB-SEARCH HYPOTHESES: THE GENERATION AND ACCEPTANCE OF JOB SEARCH

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.

John T. Warner, Doctoral Candidate

Grant 91-37-75-22
Project still in progress

Descriptors: DURATION OF UNEMPLOYMENT; EARNINGS; HUMAN CAPITAL; JOB SEARCH; LABOR FORCE PARTICIPATION

This study is an attempt to test empirically the following hypotheses advanced in the economics of job search literature: (1) Unemployed workers (job searchers) establish an optimal acceptance wage and generate job offers until they obtain the first offer exceeding the acceptance wage, which is then accepted, and (2) in an imperfectly informed labor market in which nominal wage offers are generally rising, job searchers may fail to perceive that wage offers are rising and establish lower than optimal acceptance wages. The study will also attempt to estimate determinants of the weekly probability of leaving unemployment, or alternatively the average duration of unemployment, for various demographic groups. Finally, an individual's hourly earnings will be estimated as a function of his or her stock of human capital (education and work experience) and personal characteristics (race and sex) and of general labor market conditions in the area in which the individual is working (area unemployment rate in the particular occupation).

For this study, a variety of statistical analyses will be performed on data derived from the 1970 Census Employment Survey.

5-087* Employment Turnover and Wage Dynamics in U.S. Manufacturing

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

John F. Geweke, Doctoral Candidate

Grant 91-27-75-03
Project still in progress

Descriptors: EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; FRICTIONAL UNEMPLOYMENT; LABOR DEMAND; LAYOFFS; LABOR MARKET INFORMATION; MICROLEVEL ANALYSIS; TURNOVER; UNEMPLOYMENT INSURANCE; WAGES

This study will examine the relationship between labor turnover and other economic variables, especially wage changes and layoff/seniority policies.

The analysis will consist of two parts:

1.Development of a microeconomic labor market model in which firms and employees make decisions concerning output, employment, and wages under conditions of uncertainty about the future and about each others' behavior. Under the assumption that labor turnover and wage levels in a given industry reflect the employment preferences of workers and the price sequences facing firms in that industry, there is some evidence that the greater the shortrun fluctuations in the industry's prices, the greater are both the mean layoff rate and the mean adjusted straight-time wage. This hypothesis will be tested empirically with cross-section data from U.S. manufacturing for the period 1932-72 (Standard Industrial Classification 3-digit industries). The model will also be tested by incorporation of several policy instruments, including employer-financed unemployment insurance, price reduction, and reductions in the cost of obtaining labor market information.

2.An attempt to clarify the degree of real or apparent causality among different components of the model (for example, the possibility that changes in product prices follow movements in nominal wages, with no feedback from prices to wages).

5-088 Estimating the Distribution of the Demand for Workers in the U.S. Economy

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Paul L. Altieri, Doctoral Candidate

Grant 91-25-74-37
Project completed fiscal year 1976

Descriptors: PRODUCTIVITY; LABOR DEMAND; LABOR SUPPLY; INPUT-OUTPUT MODELS; FEDERAL FUNDING

The purpose of this model is to estimate the demand for workers by General Educational Development (GED) and Specific Vocational Preparation (SVP) characteristics under varying conditions of final demand. This study incorporates the heterogeneous nature of labor demand directly into the model and identifies those situations in which the supply characterists of workers and the changes in the employment/output ratios would have an effect upon the estimates of the demand for workers.

The data for the matrix of the industrial demand for workers by GED/SVP classification is obtained from the 1960 census data on occupations by industry, and Department of Labor classifications of occupations by GED and SVP categories. The 1967 input-output study from the Bureau of Economic Analysis is used to estimate the levels of output by industry. The census and input-output industrial sectors are redefined on the basis of standard industrial classification codes in order to establish a consistent set of industries to be used in the model.

The implications of this study are that it is possible to predict the employment impacts of a change in the final demand for goods and services, and to devise an expenditure program which would offset the employment effects of that change. The procedure that is demonstrated in this study would be useful as a policy tool in implementing a particular manpower program or in estimating the employment effects of changes in the government's vector of final demands.

1976

5-089 An Evaluation of an NAB-JOBS Training Program for Disadvantaged Workers

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-53-70-08
Project completed fiscal year 1974

John F. Baum
December 1973

Report Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); DISADVANTAGED; WOMEN; BLUE-COLLAR WORKERS; BASIC EDUCATION; ASSESSMENT AND EVALUATION; ATTITUDES; ON-THE-JOB TRAINING (OJT)

NTIS PB226792/AS

5-090* The Evolution of Segmentation in the Chicago Labor Market, 1880 to 1930

BOSTON UNIVERSITY
BOSTON, MASS.

Heath Paley, Doctoral Candidate

Grant 91-25-76-43
Project still in progress

Descriptors: DUAL LABOR MARKETS; OCCUPATIONAL MOBILITY; OCCUPATIONAL STRUCTURE

This research endeavors to test the historical validity of the dual labor market hypothesis using mobility data for the period 1880 to 1930. To be explored are: (1) Whether there is evidence of segmentation occuring in

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

the labor force during this period which was not based on differences in individual characteristics, and (2) whether there are signs of the development of an internal labor market in one large primary industry.

Analysis will be based on a study of payroll records of the McCormick Company from 1880 to 1901, and on payroll records of the McCormick Division of International Harvester Company from 1902 to 1930. Data on employees' age, race, place of birth and education will be matched with information about their employment experiences at the McCormick plant through multiple correlation analysis.

5-091 The Impact of Selected Individual Difference and Organizational Variables on Expectancy Theory Cognitions and Performance for Salaried Employees

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Larry Mainstone, Doctoral Candidate

Grant 91-26-75-32
Project completed fiscal year 1976

Descriptors: TRANSPORTATION EQUIPMENT INDUSTRY; JOB SATISFACTION; MOTIVATION; WORK ATTITUDES; OCCUPATIONAL MOBILITY

The present study investigated the antecedents of expectancy theory cognitions. Expectancy theory is a widely accepted theory of work motivation which professes that the individual rationally chooses from a set of alternative acts, which he or she perceives as being utility maximizing. The motivational force to engage in a given act is the result of the interaction of two cognitions: (1) expectancies, and (2) valences. The impact of twelve individual difference and organizational variables upon six expectancy theory cognitions were examined in this study. The research technique employed in this study was correlational with a multivariate analysis of the data. The statistical technique employed to interpret the data was path analysis. The sample in this study consisted of approximately 3,100 salaried employees of the Ford Motor Company. In general, the results indicated that the individual difference variables, with the exception of race, have little impact on the employee's expectancies, but do affect the employee's assignment of valences. On the other hand, environmental variables were found to have a greater impact on the employee's expectancies than did the individual difference variables, but had no affect on the employee's assignment of valences to outcomes.
1976

5-092* An Exploratory Study of the Emotional Reactions and Subsequent Adjustments of Workers Who Lost Their Jobs as a Result of a Plant Closing in a Small Company Town in Southwest Virginia

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
BLACKSBURG, VA.

Walter G. Strange, Doctoral Candidate

Grant 91-51-74-38
Project still in progress

Descriptors: ADJUSTMENT; DISADVANTAGED; JOB LOSS; PLANT SHUTDOWN; EMPLOYMENT TERMINATION; LAYOFFS; VIRGINIA, SALTVILLE

Forty residents of Saltville, Va., who lost their jobs when the town's major employer closed its plant in 1971 will be interviewed to determine the nature and range of their emotional reactions and adjustment to job loss.

The sample includes 16 men who have found new, full-time jobs, 16 who are still unemployed, and 8 who have voluntarily retired. The project will: (1) Describe and analyze the emotional process each group went through from the time the closing was announced to the present; (2) compare group response differences associated with differences in employment status; and (3) develop individual case histories to highlight particularly adaptive and maladaptive patterns of adjustment.

5-093* The Female Insured Unemployed: An Empirical Study

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Phyllis D. Altrogge, Doctoral Candidate

Grant 91-29-75-13
Project still in progress

Descriptors: DUAL LABOR MARKETS; DURATION OF UNEMPLOYMENT; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT PATTERNS; JOB SEARCH; LABOR FORCE PARTICIPATION; STRUCTURAL UNEMPLOYMENT; UNEMPLOYED; UNEMPLOYMENT INSURANCE; WOMEN; MISSOURI, ST. LOUIS

The intent of this study is to examine the job search and employment experience of a group of insured unemployed women over a period of time in order to identify what conditions or constraints will cause their job search behavior to differ from that of unemployed men. Both neoclassical and dual labor market theories will be considered, and it is hypothesized that the job search strategy adopted by the unemployed women will have less effect on the length of time they remain unemployed than will structural variables that determine labor demand.

To complete the research, two economic models will be constructed and econometric analyses carried out. The first model will test hypotheses derived from neoclassical theory and will include economic variables as well as personal characteristics data. A second model will focus on the secondary labor market proposed by dual labor market theorists. Separate regressions will be run for different race and sex groups. The primary source of data is a survey of unemployment insurance claimants in two cities of Missouri, conducted by the Missouri Department of Employment Security.

5-094* FIFTEEN YEARS AFTER HIGH SCHOOL—THE IMPACT OF THE ADOLESCENT SOCIAL SYSTEM ON SUBSEQUENT OCCUPATIONAL ACHIEVEMENT

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Lloyd V. Temme, Doctoral Candidate

Grant 91-24-74-01
Project still in progress

Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR; OCCUPATIONAL CHOICE; OCCUPATIONAL MOBILITY; SOCIAL RELATIONSHIPS; CAREER GOALS; MEN; EDUCATION EFFECT ON CAREER PATTERNS

This project will: (1) Analyze the career patterns and occupational achievements of men in their early thirties; (2) assess the long-range influence of the high school social system on occupational achievement; and (3) compare the effects of family, school, and peers on routes to occupational achievement.

Using a socioeconomic life-cycle approach, the researcher will analyze data from a followup investigation of 10,000 men first surveyed as high school seniors in northern Illinois in 1957.

5-095* THE FORMATION OF MULTIRACIAL WORK FORCES IN THE COAL INDUSTRY, 1880-1930: A COMPARATIVE SOCIOHISTORICAL ANALYSIS

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Stephen Brier, Doctoral Candidate

Grant 91-06-73-34
Project still in progress

Descriptors: MINING; MIGRATION; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; MINORITIES

This study will attempt to develop a historical perspective on questions of work force formation, labor migration, and cultural and occupational adjustment of ethnic and racial minority workers through an analysis of the influx of these workers into the coal mining industry during the late 19th and early 20th centuries. It will concentrate on the experiences of southeast European mineworkers in Pennsylvania's northern anthracite field around the Scranton and Wilkes-Barre area and of black mine workers in the southern West Virginia smokeless coal field.

The study will combine a traditional historical approach to data and research material with statistical and quantitative analysis. This approach will use both qualitative materials (such as labor newspapers, written and oral reminiscences, manuscript and archival holdings, and church records) and hard data from government studies, coal company records, and census materials.

5-096 FUTURE ACHIEVEMENT ORIENTATIONS, JOB TRAINING AND ECONOMIC SUCCESS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-71-46
Project completed fiscal year 1975

Dr. Robert L. Hubbard
September 1974

Report Descriptors: EMPLOYMENT OPPORTUNITIES; INCENTIVES; ASPIRATIONS; MOTIVATION; JOB STABILITY

5-097* FROM GENERATION TO GENERATION: THE TRANSMISSION OF OCCUPATION

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Kenneth I. Spenner, Doctoral Candidate

Grant 91-55-76-45
Project still in progress

Descriptors: CAREER PATTERNS; OCCUPATIONAL CHOICE; CAREER ASPIRATIONS

This project is intended to broaden the understanding of familial influences on the occupational aspirations and plans of young men and women. It is attempting to identify the particular aspects of jobs that attract young people to their parents' occupations and those aspects that draw them to other occupations. Both economic and noneconomic components are being analyzed for their effect on intergenerational occupational mobility.

The major source of data is a study of 1957 Wisconsin high school seniors, augmented by two studies of high school youth in Nebraska and Michigan. All base findings for males are also replicated on a national probability sample of males in the experienced civilian labor force, by the use of data from the Occupational Changes in a Generation project collected in March 1962 and March 1973.

5-098* GOVERNMENT EEO PROGRAMS AND WHITE-COLLAR EMPLOYMENT OF MINORITY GROUPS AND WOMEN IN FEDERAL AGENCIES, 1963-74

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Mary Eisner Eccles, Doctoral Candidate

Grant 91-25-75-33
Project still in progress

Descriptors: DISCRIMINATION; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; MINORITIES; WOMEN; WHITE-COLLAR OCCUPATIONS

This research will determine the impact of affirmative action programs on the employment of minority groups and women in the Federal Government in the last decade. Particular emphasis will be on upper-level jobs where representation of minorities is scarce and on studying why certain differences in race and sex provide obstacles to some occupations and retard mobility through the ranks.

Empirical analysis of differences in occupational and promotional patterns of race/sex groups will be undertaken as well as four case studies evaluating the effectiveness of particular strategies adopted by Government agencies to meet their equal employment opportunity responsibilities. Samples of individual employment records compiled by the Civil Service Commission, which contain information on personal, educational, locational, and job characteristics will be the principal source of data.

5-099* Husbands in Dual Career Families

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Martha J. Whitmer, Doctoral Candidate

Grant 91-06-76-08
Project still in progress

Descriptors: CAREER ASPIRATIONS; MOTIVATION; JOB PERFORMANCE; LABOR MARKET BEHAVIOR

This study will investigate the extent to which patterns of labor market behavior exhibited by men in dual career families differs from that of their cohorts whose wives are either casually attached to or permanently out of the work force. The principal hypothesis to be tested is that a wife's permanent employment commitment adds a discretionary component to the family's labor supply decision criteria that will be exhibited as a reduction in either the number of work hours supplied by the husband or the quality of his work effort. Specifically, it is expected that husbands of permanently commited wives will be less inclined to work overtime or to moonlight, more mobile within local labor markets and less mobile in broad regional markets, more susceptible to frequent and longer discontinuities in employment, and less inclined to invest in training designed to increase their wage rates.

The primary data source that will be used to test this proposition is the Panel Study of Income Dynamics developed by the Survey Research Center at the University of Michigan. These data will be augmented through personal interviews with families whose dual career histories extend beyond the 5 survey years available from the Michigan sample. Econometric techniques will be used to assess the degree to which observed variation in the husband's market activity appears to derive from the employment status of the wife.

5-100 The Impact of Rules and Regulations Prohibiting Sex Discrimination in Employment: A Study of Response Patterns of Employers in Oregon

UNIVERSITY OF OREGON
EUGENE, OREG.

Grant 91-41-72-47
Project completed fiscal year 1974

Lois Ann Martin Bronfman
September 1973

Report Descriptors: LABOR DEMAND; SEX DISCRIMINATION; WOMEN; INDUSTRY PRACTICES; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; CIVIL RIGHTS ACT (1964); OREGON

NTIS PB222592/AS

5-101 A Review and Analysis of Changed Work Schedules in Hospitals

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

William Clint Johnson, Doctoral Candidate

Grant 91-48-72-37
Project completed fiscal year 1976

Descriptors: WORK SCHEDULES; HOSPITALS; HEALTH MANPOWER; WORK ATTITUDES; ATTITUDES

This research is designed as a test of the hypothesis that the present economic environment is one in which increasing real expenditure on hospital care is placing burdens on society's economic resources. This study provides a data base for analysis of changed work schedules in hospitals. The content of the data base is divided into an administrative section and an employee section. The data were obtained by a survey of administrators and employees in U.S. hospitals reporting experience with work schedules altered from the traditional 8-hour pattern. The administrative section contains information describing management objectives, methods of planning and implementation, specific outcomes, and aspects of administrative evaluation and response. The employee section contains information on employees' reactions to the schedule as it affects their work environment, their work attitudes, and their activities away from work. There are 248 administrative observations and 849 employee observations.

Some of the results of the study indicate that positive effects on labor supply are highly associated with current program status and positive administrative evaluation. The head office is more concerned with costs and efficiency of hospital care and less concerned with service aspects, while the opposite is true of administrative personnel located elsewhere in the hospital. The 12-hour workday tends to be current among male employees, younger employees, employees with more schooling, technicians, business office workers, employees with longer experience on the new work schedule, and employees with relatively short periods of time at the present job than does the 10-hour day. The male moonlighting rate in this sample is much higher than the national male moonlighting rate. Moonlighting among employees is an increasing function of schooling and is more characteristic of the 12-hour day than of the 10-hour day.

This study also demonstrated that one of the principal tasks of research and policy in hospital personnel management is to develop better measurement concepts and to impress upon management the necessity of conceptualizing programs and objectives in measurable terms.

1976

5-102* The Impact of the Work Environment on Life Outside the Job: A Study of the Basic Interaction Between Work, Environment, and the Patterns and Dynamics of Leisure-Time Activities

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Robert Karasek, Jr., Doctoral Candidate

Grant 91-25-75-17
Project still in progress

Descriptors: DATA SOURCES AND USE; JOB SATISFACTION; LEISURE; LIFESTYLES; SOCIAL REINFORCEMENT; WORK ENVIRONMENT; WORK ROLES; SWEDEN

This study will examine how patterns of working life in advanced industrial societies affect the active and creative patterns in the leisure sphere of life. Two hypotheses are presented to explore the relationships between work and leisure activities.

One will attempt to show active social leisure as a stress-management mechanism and its effect on the mental health "outcome" of work. The second hypothesis proposes that job experience socializes workers into patterns of action which follow through to leisure hours.

Data will be taken from the Swedish Standard of Living Study (1968-1974) which will be analyzed and consolidated for use with the U.S. Survey of Working Conditions (1968-1971). Various models dealing with stress and mental health will be used to correlate the two studies.

5-103* The Impact of Union-Negotiated Job Security Provisions on the Interindustry Allocation of Labor

CORNELL UNIVERSITY
ITHACA, N.Y.

Richard N. Block, Doctoral Candidate

Grant 91-36-76-33
Project still in progress

Descriptors: LABOR MOBILITY; LABOR SUPPLY; JOB RETENTION; UNION IMPACT

The impact of union-negotiated job security provisions on labor mobility is the subject of this research. Data on job security provisions will be obtained from several Bureau of Labor Statistics bulletins, including *Characteristics of Agreements Covering 1,000 Workers, July 1, 1972; Seniority in Promotion and Transfer Provisions* (*1970*); and *Layoff, Recall, and Worksharing Procedures* (*1972*). Labor mobility data will derived from the Social Security Administration's Continuous Work History Sample for the period 1959-63. The information obtained from these sources will be subjected to regression analysis.

5-104 The Impact of U.S. Tax Laws on the Labor Supply of Married Women

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Harvey S. Rosen, Doctoral Candidate

Grant 91-25-74-06
Project completed fiscal year 1976

Descriptors: WOMEN; INCOME TAX; EARNINGS; LABOR SUPPLY; WAGE EARNERS; WORK SCHEDULES; ECONOMIC ANALYSIS AND ECONOMETRICS; NATIONAL LONGITUDINAL SURVEYS

The economic and demographic determinants of the labor force behavior of married women have been studied intensively, but not much attention has been focused on possible tax effects. Using cross section data on white married women for the year 1967, a testable model of labor supply is developed which permits estimation of a "coefficient of tax perception." Unlike previous models of labor supply, it allows for the possibility that the wage may depend upon the number of hours worked. Contrary to much of the literature, the results strongly suggest that marginal tax rates do have an important impact on labor force behavior.

1976

5-105* Implementation of Job Design — With or Without Employee Participation?

YALE UNIVERSITY
NEW HAVEN, CONN.

Irmtraud Streker, Doctoral Candidate

Grant 91-09-75-34
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: PARTICIPANT-OBSERVER METHODOLOGY; JOB RESTRUCTURING; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING

This project will investigate the effect of using a participative approach to job redesign by comparing it with the approach most frequently used, in which managers and consultants redesign the job and employees receive the redesign without input. By use of a 4-day controlled workshop, the researcher will set up a simulated work setting and compare groups without interaction between managers and employees and groups in which both managers and employees participate in job redesign.

A questionnaire will be answered by all participants and combined with the observer's comparisons and statistical analysis to determine differences between the groups and to check for differences brought about by the experimental setting.

5-106 THE IMPLICATIONS OF SEARCH UNEMPLOYMENT FOR LABOR MARKET BEHAVIOR AND THE PHILLIPS CURVE

YALE UNIVERSITY
NEW HAVEN, CONN.

Grant 91-09-71-42
Project completed fiscal year 1974

Goeffry Richard Hyland Woglom
January 1974

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; LABOR MARKET BEHAVIOR; JOB SEARCH; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB228426/AS

5-107* INDIVIDUAL INVESTMENTS, ECOLOGICAL VARIABLES, AND REGIONAL VARIATIONS IN BLACK-WHITE RELATIVE ECONOMIC STATUS

UNIVERSITY OF WASHINGTON
SEATTLE, WASH.

Toby Lee Parcel, Doctoral Candidate

Grant 91-53-76-24
Project still in progress

Descriptors: BLACK/WHITE; ECONOMIC STATUS; INCOME DIFFERENTIALS

This study will analyze the income differentials for blacks and whites by region and then search for factors that cause either a wide disparity or a relative closeness in income differentials. The study will then focus on the environmental impact on the economic status attained by blacks. The environment, previous and current, is expected to have significant effect in modifying a black individual's attributes and resources. It is further expected that the environment, and not the individual's resources, most affects the black's economic status and also accounts for much of the disparity between black and white incomes.

5-108* INDUSTRIALIZATION, POPULAR RESPONSES, AND THE USES OF THE AMERICAN POLITICAL SYSTEM: AN EXAMINATION OF LABOR AND POLITICAL ACTION IN COMMUNITIES OF DIVERSE ECONOMIC AND SOCIAL CHARACTER, 1880-1900

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Leon R. Fink, Doctoral Candidate

Grant 91-36-74-40
Project still in progress

Descriptors: INDUSTRIAL MANAGEMENT; INDUSTRY PRACTICES; POLITICAL ACTION INSTITUTIONS; LABOR LAWS; TECHNOLOGY AND TECHNOLOGICAL CHANGE

As groundwork for a larger study of social adaptation to large-scale technological change, the project investigates the adjustment of selected communities to technological change in the period 1880-1900.

Data will be obtained for each community on: (1) Community background (from local histories, including business histories, autobiographies, etc.); (2) the working population and leadership groups (from manuscript census, Federal and State census reports, city directories, etc.); (3) local problems and political response (from local newspapers, national labor newspapers, and municipal archives); and (4) resolution of problems (from newspapers, papers, and correspondence).

5-109* INDUSTRIAL SAFETY AND COLLECTIVE BARGAINING: AN ECONOMIC ANALYSIS

UNIVERSITY OF WISCONSIN-MILWAUKEE
MILWAUKEE, WISC.

Wayne R. Wendling, Doctoral Candidate

Grant 91-55-76-38
Project still in progress

Descriptors: COLLECTIVE BARGAINING; UNIONS; OCCUPATIONAL SAFETY AND HEALTH

The incorporation of safety and health issues into a general study of collective bargaining is a major objective of this inquiry. The research is designed to provide a preliminary method of analysis for determining what, if any, safety and health issues are selected by unions for bargaining and to analyze the relationship between various environmental factors and the occurrence of safety and health provisions in collective agreements. These environmental factors include the probability of injury and illness in a particular industry, the type of union involved (craft vs. industrial) in the bargaining, the strength or degree of unionism within the particular industry, the size of the plant, and whether or not the structure of the bargaining process is favorable to the union.

A variety of statistical techniques, including linear discriminant analysis, will be used to assess the selected data. The principal data source for the study is the *Characteristics of Agreements Covering 1,000 Workers or More*, collected and published annually by the Bureau of Labor Statistics of the U.S. Department of Labor. Data for fiscal year 1973 through 1975 will be included.

5-110* INEQUALITY AND URBAN CRISIS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Sheldon H. Danziger, Doctoral Candidate

Grant 91-25-74-22
Project still in progress

Descriptors: URBAN PROBLEMS; URBAN AREAS; INCOME; INCOME DIFFERENTIALS; INCOME MAINTENANCE

This study will explore how and to what extent inequality of income distribution worsens urban problems. The hypothesis is that aside from the general impact of poverty, differences throughout the income spectrum in privilege and opportunity aggravate urban problems and give them a distinctive cast.

A model will be estimated with census data from a sample of over 200 SMSA's. The sample will be stratified to test whether a given specification applies to some or all of the SMSA's. In addition, a first-difference version contrasting changes in urban conditions between 1960 and 1970 will be estimated for the 65 largest SMSA's.

5-111 THE INFLUENCE OF SOCIAL SUPPORT AND RELATED VARIABLES IN AMELIORATING THE CONSEQUENCES OF JOB LOSS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-72-22
Project completed fiscal year 1974

Susan Gore
June 1973

Report Descriptors: JOB LOSS; UNEMPLOYED; URBAN AREAS; RURAL AREAS

NTIS PB222778/AS

5-112* INSTITUTIONAL RACISM: FORMS OF DISCRIMINATION IN MERIT AND NONMERIT HIRING AND PROMOTION

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Barbara N. Carter, Doctoral Candidate

Grant 91-26-71-47
Project still in progress

Descriptors: EMPLOYER ATTITUDES; RACIAL DISCRIMINATION; UPGRADING; ORGANIZATIONAL STRUCTURE; HIRING PRACTICE

This project explores racial differentials in hiring and promotion practices across and within occupations and organizations to ascertain: (1) The extent to which such differentials are attributable to employer discrimination or to differences in education and experience and (2) the relationship of organizational structure and functions to different forms of discriminatory barriers. It is testing the hypothesis that even when the mechanisms of discrimination produce the same outcome, their operation ranges from formal and impersonal in rules-oriented, highly centralized, bureaucratic organizations to informal, interpersonal, and ad hoc in participatory, human relations organizations.

The researcher is canvassing firms selected from Michigan areas with comparable groups of black labor. The sample, consisting of 10 organizations employing 150 workers or more, includes two public welfare agencies to represent conditions of "merit" employment. Within each organization, interviews are being conducted with 50 employees in each of three categories: Policymakers and administrators, managers and supervisors, and rank-and-file workers. Supplemental information is being gathered from company policy papers and through participant observation.

5-113* INSTRUMENTAL DETERMINANTS OF INDIVIDUAL JOB PERFORMANCE, SATISFACTION, AND PARTICIPATION: A MULTIDIMENSIONAL EXPERIMENTAL APPROACH

UNIVERSITY OF WISCONSIN
MADISON, WISC.

Chris J. Berger, Doctoral Candidate

Grant 91-55-76-15
Project still in progress

Descriptors: WORK ATTITUDES; JOB SATISFACTION; MOTIVATION; INCENTIVES

The purpose of this research is to investigate the effects of several levels of two types of reinforcement (monetary and verbal) on the quantity and quality of work performance, job satisfaction, and job participation. In addition, the individual's reaction and adjustment to attempts to influence productivity will be measured using a variety of behavioral indicators and multiple regression techniques. The study will be longitudinal, with performance and satisfaction measured before and after changes in reinforcement patterns.

5-114* AN INTEGRATIVE APPROACH TO LEADERSHIP

UNIVERSITY OF ILLINOIS
CHAMPAIGN, ILL.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Robert Vecchio, Doctoral Candidate

Grant 91-17-76-27
Project still in progress

Descriptors: ATTITUDES; MODELS; ORGANIZATIONAL ENVIRONMENT

This research will set up an integrated leadership model based on three components: (1) Leadership qualities and styles, (2) followers-leadership interaction, and (3) the structured situation in which the interaction takes place. Air Force cadets will participate in the experimental model and be divided into groups by their ranking and opinions of each other. They will be manipulated under different types of leadership with various levels of both positive and negative pressure situations.

5-115 INTERAREA EDUCATIONAL EARNINGS DIFFERENTIALS: A CROSS-SECTION ANALYSIS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Grant 91-29-72-30
Project completed fiscal year 1975

Dr. Dismas B. Kalcic
November 1974

Report Descriptors: EARNINGS; EDUCATION; WOMEN; MEN; UNIONIZATION; UNSKILLED WORKERS; URBAN AREAS

NTIS PB238319/AS

5-116* INTERINDUSTRY WAGE DIFFERENTIALS AMONG UNIONIZED MOTORTRUCK DRIVERS FOR PRIVATE CARRIERS IN A LOCAL LABOR MARKET: A CASE STUDY

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Ira Terry Kay, Doctoral Candidate

Grant 91-26-75-38
Project still in progress

Descriptors: TRUCKING INDUSTRY; LABOR MARKET; WAGE STRUCTURE; UNIONS; WAGE DIFFERENTIALS; MICHIGAN, DETROIT

This project will study the interindustry wage differentials of unionized truck drivers. Emphasis is put on examining local labor markets and also on studying the industrial wage structure of individual occupations to gain insight into the workings of the labor market.

Truck drivers were chosen because of: (1) Vast data accumulated by the Bureau of Labor Statistics and the 1970 census and (2) the vast dispersion among wages of truck drivers in different industries. Regression analysis will be conducted on the BLS data and also data from the Michigan Directory of Manufacturers.

5-117 THE INTERRELATIONSHIP BETWEEN FEMALE EMPLOYMENT AND FERTILITY: A SECONDARY ANALYSIS OF THE GROWTH OF AMERICAN FAMILIES STUDY, 1960

THE FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLA.

Grant 91-12-71-53
Project completed fiscal year 1974

Geraldine B. Terry
June 1973

Report Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE PARTICIPATION; FERTILITY; WOMEN

NTIS PB223239/AS

5-118 INTRA-EMPLOYER STATUS MOBILITY: THE ROLE OF THE FIRM IN WAGE AND OCCUPATIONAL ACHIEVEMENT

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Robert M. Groves, Doctoral Candidate

Grant 91-26-74-28
Project completed fiscal year 1976

Descriptors: OCCUPATIONAL MOBILITY; LABOR FORCE PARTICIPATION; LABOR SUPPLY; OCCUPATIONAL STRUCTURE; INTERFIRM MOBILITY; ORGANIZATIONAL STRUCTURE; MICHIGAN, DETROIT

This examination if inter- and intraemployer individual wage changes uses a sample of 3,028 individuals from the Social Security Administration Continuous Work History Sample for the Detroit SMSA for the years 1960-62, 1967-72. Intraestablishment occupational mobility is studied using data from a 1972 probability sample of 121 businesses of 100 or more employees in the Detroit SMSA. Following internal labor market theory, intraemployer status mobility was seen as dependent on a different set of mechanisms than socioeconomic achievement in moves across employers. Specifically, the interdependence of jobs in firms leads to an ordering among positions which limits mobility to jobs related to one another in the work flow.

The researchers found, among other things, that the growth of the organization and the fiscal status of the firms seem to affect the relative amount of external hiring across the different occupational groups. Growing firms and those with high total revenue tended to fill job vacancies internally more often than other firms. The status characteristics of the source and destination levels did not have consistently strong influences on mobility within pairs of occupations, after controlling the structure and occupational distribution of the firm. The presence of intermediate occupational levels usually impeded movement from lower to higher level positions.
1976

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

5-119 An Investigation of the Causes of Intrafirm Upward Mobility Among Selected Apprentice-Trained Skilled Craftsmen

THE UNIVERSITY OF TENNESSEE
KNOXVILLE, TENN.

Grant 91-47-72-48
Project completed fiscal year 1974

Clarence H. Barnes
July 1973

Report Descriptors: APPRENTICESHIP; UPGRADING; OCCUPATIONAL MOBILITY; CRAFT WORKERS; MANPOWER UTILIZATION; TENNESSEE VALLEY AUTHORITY

NTIS PB224847/AS

5-120 An Investigation of the Influence of the In-School Neighborhood Youth Corps on Employment and Earnings Capacity in Houston, Texas

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Grant 91-48-72-05
Project completed fiscal year 1974

Charles J. Ellard
1974

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH; BLACK/WHITE; EDUCATIONAL ATTAINMENT; MANPOWER UTILIZATION; EARNINGS; DROPOUTS; TEXAS, HOUSTON

NTIS PB236219/AS

5-121 Investigation of Unionized Contract Construction Wage Changes: A Microanalysis, 1960-1971

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Clark G. Ross, Doctoral Candidate

Grant 91-25-75-11
Project completed fiscal year 1976

Descriptors: CONSTRUCTION INDUSTRY; CRAFT WORKERS; MICRO-LEVEL ANALYSIS; UNION IMPACT; WAGE DIFFERENTIALS; WAGES; ECONOMIC ANALYSIS AND ECONOMETRICS

This report is concerned with the investigation of negotiated union settlements in the American construction industry during the 1960-71 time period. A model incorporating three crafts: electricians, structural ironworkers, and plumbers in 20 major American cities was estimated with both economic and institutional influences as independent variables. The presence of wage interdependence in the construction industry was also investigated. The model confirmed the importance of economic influences and detected the existence of significant wage interdependence in that industry. Relevant issues in the design of effective wage stabilzation policy for an industry characterized by wage interdependence were addressed.
1976

5-122* Job Involvement as a Moderator of the Effects of Job and Life Stress on Job-Related Strain

COLORADO STATE UNIVERSITY
FORT COLLINS, COLO.

Jack N. Singer, Doctoral Candidate

Grant 91-08-75-21
Project still in progress

Descriptors: ADJUSTMENT; ALIENATION; ASPIRATIONS; JOB SATISFACTION; MOTIVATION; ORGANIZATIONAL ENVIRONMENT; QUALITY OF EMPLOYMENT; WORK ATTITUDES

The goal of this research is to develop a useful model for predicting job-related strain, focusing on: (1) Job stress factors (role ambiguity, workload, utilization of abilities, participation, and responsibility for people); (2) life stress factors (recent death of close family member, marital separation or divorce, and change of residence); and (3) job involvement. In addition to the development of a prediction model, the following hypotheses will be tested: (1) The "fit discrepancy" between one's needs or desires and job opportunities is positively related to job-related strain; (2) life stress and job-related strain are positively related; and (3) the relationships between fit discrepancy and job-related strain and between life stress and job-related strain are significantly moderated by job involvement. Sex differences will also be examined.

To complete this study, the candidate will obtain a sample of blue- and white-collar workers from two large organizations and anonymous job questionnaires to gather data. Multiple regression analysis will then be performed on the results.

5-123* Job Search and Quit Behavior of Employed Household Heads

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Matthew Black, Doctoral Candidate

Grant 91-26-75-19
Project still in progress

Descriptors: DURATION OF UNEMPLOYMENT; ELASTICITY OF LABOR SUPPLY; HUMAN CAPITAL; INTERFIRM MOBILITY; JOB SEARCH; LABOR MOBILITY; PROBABILITY MODELS;

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

ECONOMIC ANALYSIS AND ECONOMETRICS; TURNOVER; UNEMPLOYMENT/INFLATION TRADE-OFF

The study will attempt to identify the determinants of voluntary quits and to assess both the extent of labor mobility arising from these worker-initiated job separations and their impact on individual earnings.

Theoretical models of job search and job quit behavior of employed household heads will incorporate some 10 basic hypotheses concerning the sequential decisions made by workers seeking to optimize their labor market adjustment in different economic circumstances. The models will be weighed against data derived from the Panel Study of Income Dynamics, conducted by the Survey Research Center, Institute for Social Research, University of Michigan, from 1968 to 1974. This longitudinal survey includes a panel consisting of approximately 1,900 poor families and a second panel of about 2,300 families in all income groups. Search-quit decisions will be treated as dependent variables to be tested empirically against the socioeconomic characteristics and work histories of the panel members.

5-124* Job Search Behavior: An Analysis of the Determinants of Job Search Duration

UNIVERSITY OF WASHINGTON
SEATTLE, WASH.

Suresh Melhotra, Doctoral Candidate

Grant 91-53-74-45
Project still in progress

Descriptors: JOB SEARCH; DURATION OF UNEMPLOYMENT

The primary purpose of this project is to identify some of the economic, social, and institutional constraints on unemployed persons and to analyze their influence on the duration of the job search.

Data are being drawn from the 1966 and 1967 Survey of Economic Opportunity research computer file. Multiple regression analysis will be applied to search duration equations which contain six subsets of variables reflecting: (1) Household income; (2) size and composition of asset holdings; (3) family and personal attributes; (4) occupational and labor market conditions; (5) estimates of the opportunity cost of an individual's time; and (6) cost of borrowing or liquidating assets.

5-125 Job Stigma and Self Esteem

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-26-73-11
Project completed fiscal year 1975

Edward J. Walsh
May 1974

Report Descriptors: ATTITUDES; ETHNIC GROUPS; JOB DESCRIPTION; LABOR MOBILITY; MICHIGAN, DETROIT; MINNESOTA, MINNEAPOLIS

NTIS PB236229/AS

5-126* Jobs and Workers: A Study of the Employment Experience, Work-Related Attitudes, and Labor Market Behavior of Male Youth

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Robert K. Buchele, Doctoral Candidate

Grant 91-25-75-15
Project still in progress

Descriptors: CAREER PATTERNS; DUAL LABOR MARKETS; EMPLOYMENT PATTERNS; JOB RETENTION; JOB STABILITY; LABOR FORCE BEHAVIOR; MOTIVATION; NATIONAL LONGITUDINAL SURVEYS; PROJECT TALENT; TURNOVER; WORK ATTITUDES

This study will provide a systematic economic analysis of the problem of job dissatisfaction and employment instability among male youth. The focus of the study is the interaction between workers and their jobs: the process in which workers with different personal attributes (acquired from their family, school, and previous work backgrounds) confront jobs and job opportunities embodying different working conditions and circumstances of employment. The aim of the analysis is to identify the different combinations of worker attributes and job characteristics that produce "success" (satisfaction, stability, and advancement) or "failure" (dissatisfaction, instability, and lack of advancement) on the job.

The research involves three stages of analysis: (1) Analyses of job characteristics using methods derived from recent work on dual or segmented labor markets; (2) development of a model of the prelabor market socialization process in which personal attributes are acquired; and (3) statistical analyses of the interaction between the personal characteristics of workers and the job content and circumstances of their employment. Data for this analysis will be derived from the National Longitudinal Survey tape and from Project Talent records.

5-127 Labor Effort Disincentives of Negative Income Taxation

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Grant 91-25-73-26
Project completed fiscal year 1974

William C. Spaeth
1974

Report Descriptors: NEGATIVE INCOME TAX; EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; GOVERNMENT POLICIES; EMPLOYMENT OPPORTUNITIES; INCENTIVES

NTIS PB236176/AS

5-128* THE LABOR FORCE PARTICIPATION AND OCCUPATIONAL MOBILITY OF MARRIED WOMEN WITH CHILDREN IN THE UNITED STATES: AN INVESTIGATION OF CULTURAL AND STRUCTURAL FACTORS

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Julia A. Ericksen, Doctoral Candidate

Grant 91-42-73-33
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR FORCE PARTICIPATION; CHILDREN; OCCUPATIONAL MOBILITY; LABOR FORCE BEHAVIOR; WORK ATTITUDES

This study of the labor force participation and occupational mobility of married women with children is based on the hypothesis that their mobility depends in part on their commitment to work.

Because younger women have recently shown an increased commitment to employment outside the home, the study will compare the experiences of a cohort of older women and a cohort of younger women, using data from the National Longitudinal Surveys of labor force behavior.

5-129* LABOR FORCE TURNOVER AMONG ADULT WOMEN

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Ellen Burton, Doctoral Candidate

Grant 91-25-74-21
Project still in progress

Descriptors: TURNOVER; JOB RETENTION; WOMEN

This study investigates patterns of determinants and implications for public policy of short-term labor turnover among adult women. Its objective is to develop understanding of the microeconomics of individual experience.

Data will be gathered from the 1955 publication, *Growth of American Families*, the Census 1/1,000 sample, the 1966 and 1967 Surveys of Economic Opportunity, and Bureau of Labor Statistics publications.

5-130* THE LABOR MARKET FOR PH.D ECONOMISTS

VANDERBILT UNIVERSITY
NASHVILLE, TENN.

Charles E. Scott, Doctoral Candidate

Grant 91-47-76-46
Project still in progress

Descriptors: ECONOMISTS; DOCTORAL DEGREES; JOB SEARCH

This study is exploring the labor market for Ph.D economists in an effort to assist educators and government policymakers in alleviating disequilibrium in the market. By identifying the pattern of employment for economists, it is hoped that manpower planners, universities, and professional schools will be able to guide training to better fit the fluctuation of supply and demand and help individuals avoid costly mistakes in human capital decisions.

The study involves an analysis of time series data on the output of Ph.D's from universities, their starting salaries, and other measures of market demand.

5-131 THE LABOR MARKET FOR SCIENTIFIC PERSONNEL: THE PROBLEM OF ALLOCATION AND EFFICIENCY

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-34-69-67
Project completed fiscal year 1974

Ross E. Azevedo
August 1972

Report Descriptors: PRIVATE EMPLOYMENT AGENCIES; LABOR MARKET BEHAVIOR; ENGINEERS; JOB SEARCH; SCIENTISTS

NTIS PB222947/AS

5-132 LABOR RELOCATION ASSISTANCE: THE ALABAMA EXPERIENCE. A CASE STUDY OF THE TUSKEGEE INSTITUTE LABOR MOBILITY DEMONSTRATION PROJECT 1965-67

CASE WESTERN RESERVE UNIVERSITY
CLEVELAND, OHIO

Grant 91-39-74-17
Project completed fiscal year 1975

Dr. Katheleen McElroy
October 1974

Report Descriptors: GEOGRAPHIC MOBILITY; MOBILITY ASSISTANCE; ALABAMA, TUSKEGEE

NTIS PB239001/AS

5-133 LABOR UNION RESPONSE TO FEDERAL MANPOWER POLICY: A COMPARATIVE STUDY OF THE UNITED STEELWORKERS OF AMERICA AND THE INTERNATIONAL UNION OF OPERATING ENGINEERS

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

David B. Stephens, Doctoral Candidate

Grant 91-48-74-36
Project completed fiscal year 1976

Descriptors: UNIONS; STEEL INDUSTRY; COLLECTIVE BARGAINING; UNION MANPOWER PRACTICES; UNIONIZATION; LABOR MOVEMENT; WORKER PARTICIPATION IN MANPOWER PROGRAMS

This study analyzed the Federal manpower policies of the United States during the 1960's and 1970's from the perspective of organized labor, identifying the various interfaces between manpower policy and the collective bargaining system and allowing the labor union reaction to various policies to be evaluated. The general theory was that manpower programs are more workable in unionized industries when they appeal to the unique needs of the union rather than to general ideological, social abstractions.

One craft union, the International Union of Operating Engineers (IUOE), and one industrial union, the United Steelworkers of America (USA), were analyzed and compared using historical research and field research data which utilized a sample of 24 IUOE leaders and 26 USA leaders at various levels in the union hierarchy. It was concluded that both the IUOE and the USA pursued manpower programs because the unions could help meet several of their pressing needs through program participation, and both research techniques substantiated the general theory. This analysis led to the development of a set of suggestions for policymakers to improve the union-manpower program relationship.
1976

5-134 Law and the Development of Citizenship

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grants 91-25-71-08 and 91-25-72-18
Project completed fiscal year 1974

John L. Akula
August 1973

Report Descriptors: LAW; BLACKS; STATUS; ECONOMIC STATUS; SOCIAL STRUCTURE

NTIS PB231389/AS

5-135* Layoffs and Other Turnover Flows: Industry Differences and the Role of Fixed Employment Costs

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Harry C. Benham, Doctoral Candidate

Grant 91-06-76-22
Project still in progress

Descriptors: LAYOFFS; TURNOVER; COSTS

This research is designed to bring about a better understanding of the turnover processes, layoffs in particular, by studying the differences that exist across industries in the form of the turnover most often used. Fixed employment costs are expected to be responsible for the type of turnover used in a particular industry. The costs of hiring, training, and laying off and then rehiring workers can be at a level that prohibits the use of a certain turnover form.

5-136* A Life-Cycle Analysis of the Labor Market Return to Human Capital

JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Larry J. Griffin, Doctoral Candidate

Grant 91-24-76-10
Project still in progress

Descriptors: HUMAN CAPITAL; LABOR MARKET; JOB SATISFACTION; EARNINGS; OCCUPATIONAL STATUS

This research will explore the economic, social, and psychological attainments of human capital and measure the subsequent labor market returns. Human capital variables of schooling, work experience, vocational education, and on-the-job training will be analyzed for their effect on job satisfaction, earnings, and occupational status. A longitudinal survey, drawn from 1,955 high school sophomores and surveyed again in 1970, will be subjected to various statistical analyses and should provide some insight as to which human capital variables have the most effect on labor market returns.

5-137* A Life-Cycle Model of Pensions

JOHNS HOPKINS UNIVERSITY
BALTIMORE, MARYLAND

Sheldon Stein, Doctoral Candidate

Grant 91-24-76-06
Project still in progress

Descriptors: CONSUMPTION; ECONOMIC ANALYSIS AND ECONOMETRICS; RETIREMENT; PENSIONS

This study will explore the consumption behavior of workers and retirees with emphasis on the relationship between consumption and the expected income from pension plans. It is expected that workers will tend to save less based on their projected incomes from retirement. Retirees are likely to have a propensity to consume while receiving their pension to the degree that unexpected benefits are received.

A life-cycle model with cross sectional and time series data will be used to check for the linkage between consumption behavior and present employment status.

5-138* LOCAL GOVERNMENT AND MANPOWER PROGRAMS FOR THE DISADVANTAGED: AN EVALUATION OF THE IMPACT OF THE PORTLAND CONCENTRATED EMPLOYMENT PROGRAM

PORTLAND STATE UNIVERSITY
PORTLAND, OREG.

Lois F. Copperman, Doctoral Candidate

Grant 91-41-75-16
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; CONCENTRATED EMPLOYMENT PROGRAM; EFFECTIVENESS OF PROGRAMS; INCOME; INNER-CITY RESIDENTS; OREGON, PORTLAND

This study will evaluate the impact of the Portland, Oreg. Concentrated Employment Program on the incomes of the disadvantaged persons who participated in the program between 1968 and 1972. A comparison of participants' preprogram and postprogram income levels with those of a control group consisting of qualified program nonentrants will be used as a measure of the program's effectiveness or ineffectiveness in exerting a positive influence on participants' subsequent labor market experience. The study will also include an analysis of the development of Federal and State manpower policy for the disadvantaged and a review of the development of manpower policy and planning in Portland.

Income data on approximately 2,000 program participants and a control group consisting of approximately 1,000 qualified nonentrants will be provided by the Social Security Administration, with appropriate safeguards to preserve confidentiality of individual records. Multivariate analysis techniques will be used to relate changes in income levels to such variables as age, sex, race, years of formal education, year of program completion, length of stay in program, and type of training received.

5-139* MACROECONOMIC POLICIES IN INFLATIONARY SITUATIONS AND THE SIZE DISTRIBUTION OF INCOME

YALE UNIVERSITY
NEW HAVEN, CONN.

Peter Reuter, Doctoral Candidate

Grant 91-09-71-28
Project still in progress

Descriptors: MACROLEVEL ANALYSIS; INCOME DIFFERENTIALS; STATUS; FAMILIES; INFLATION

This study is exploring the distributive impact of alternative policies for depressing the rate of inflation, using data on the financial characteristics of 2,557 families from two recent Federal Reserve Board surveys. It will: (1) Estimate the structure of income, with particular attention to nonwage income, for different socioeconomic groups, (2) examine the influence of macroeconomic policy instruments on the composition of aggregate income, and (3) assess the effects of changes in the composition of aggregate income on the incomes of different socioeconomic groups.

5-140* MALE-FEMALE DIMENSIONS OF OCCUPATIONAL PRESTIGE

CORNELL UNIVERSITY
ITHACA, N.Y.

Janice A. Olson, Doctoral Candidate

Grant 91-36-76-42
Project still in progress

Descriptors: MALE/FEMALE; OCCUPATIONAL STATUS; HOUSEKEEPERS; QUESTIONNAIRE

This pilot study is examining the relationship between the relative prestige of a range of occupations and the sex of the occupational incumbent. The study will investigate the relative prestige of women engaged in the labor market compared with that of housewives who are not employed and explore whether occupations themselves confer prestige on their incumbents in a sex-neutral way.

The research involves analysis of data derived from interviews with a small sample of the adult population in Syracuse, N. Y. The prestige or standing of incumbents in some 100 occupations will be explored. Variation in the characteristics of the respondents will also be reviewed for comparison with the prestige ratings.

5-141* MANAGEMENT BY OBJECTIVES: EFFECTS OF SUPERIOR'S EVALUATION POLICIES ON SUBORDINATES' MOTIVATION AND PERFORMANCE

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Philip J. Manhart, Doctoral Candidate

Grant 91-36-76-09
Project still in progress

Descriptors: PRODUCTIVITY; EMPLOYER ATTITUDES; MOTIVATION; SIMULATION

This research will study the effect of the management by objectives (MBO) technique on the productivity of workers. The research will explore the processes by which the appraisal of subordinates by their supervisors affect the former's work motivation. Initial impressions between subordinates and supervisors and goal clarity should have a significant affect on subordinates' motivation and productivity. Statistical analysis will be utilized to check for correlation between MBO techniques and increases/decreases in work productivity.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-142* MANPOWER IMPACT AND PROBLEMS OF MEXICAN ILLEGAL ALIENS IN AN URBAN LABOR MARKET

UNIVERSITY OF ILLINOIS
URBANA, ILL.

Gilbert Cardenas, Doctoral Candidate

Grant 91-17-75-20
Project still in progress

Descriptors: ADJUSTMENT; ALIENS; LABOR CERTIFICATION PROGRAM; ASSIMILATION; BARRIOS; DISCRIMINATION; DUAL LABOR MARKETS; EMPLOYER ATTITUDES; ETHNIC GROUPS; IMMIGRANTS; MEXICAN AMERICANS; PARTICIPANT-OBSERVER METHODOLOGY; SPANISH-SPEAKING AMERICANS

This study will examine the manpower impact and problems of Mexican illegal aliens in two urban labor markets (San Antonio, Tex., and Chicago, Ill.). It will explore the extent of labor market exploitation and discrimination experienced by Mexican illegal aliens and attempt to identify the manpower service needs of this group, and their American-born children. The researcher will review pending legislative reform measures and assess the impact of illegal aliens on wages and employment within urban labor markets.

The researcher will adopt a participant-observer approach, featuring: (1) Interviews with illegal aliens currently employed in the United States, as well as with some of those in the process of deportation to Mexico; (2) interviews with public officials, employers, and community and labor leaders; and (3) review of previous research and utilization of extant data.

5-143 CRIME, PUNISHMENT, AND THE MODE OF PRODUCTION

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Norman Bowers, Doctoral Candidate

Grant 91-29-75-10
Project completed fiscal year 1976

Descriptors: LAW ENFORCEMENT; LABOR MARKET; LABOR MARKET BEHAVIOR; CORRECTIONS; ECONOMIC ANALYSIS AND ECONOMETRICS

This research is concerned with the issues of crime and punishment. After a lengthy critique of the neoclassical economic theory of crime and punishment an alternative is posed. Briefly, what is proposed is that neither crime nor punishment may be explained in abstraction from the concrete social class relations and dominant mode of production of the historical period under investigation. An historical analysis of crime, punishment, and stages of capital accumulation is developed along these lines. Two hypotheses are statistically tested. One deals with repression in advanced capitalism. The second indicates how the necessity to engage in criminal activity is rooted in the social organization of production.
1976

5-144* MANPOWER TRAINING PROGRAMS FOR WOMEN AND THEIR INTERACTION WITH THE LOCAL LABOR MARKET IN BOSTON

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Andrew M. Sum, Doctoral Candidate; Dr. Charles A. Myers, Sponsor, Department of Economics

Grant 91-25-71-14
Project still in progress

Descriptors: WAGE STRUCTURE; INTERNAL LABOR MARKET; CONCENTRATED EMPLOYMENT PROGRAM; WOMEN; OCCUPATIONAL STRUCTURE; TRAINING EFFECTIVENESS AND IMPACT

This study considers the relationship of occupations that women are trained for under federally sponsored programs to the primary and secondary sectors of the labor market, trainees' characteristics, the characteristics of employers with workers in these occupations, and supportive services provided graduates. It also compares trainees' wages, performance, turnover, and promotions with those of other employees in the same occupations and examines turnover in the context of the female occupational and wage structures and the operation of internal labor markets.

Data are being collected from Boston community action agencies on approximately 750 women who recently completed training in institutional training programs and the Concentrated Employment Program. To obtain information on the demand side of the market, the researcher is also interviewing 20 to 25 employers who hire women in the occupations for which they are being trained.

5-145 MANUFACTURERS' ASSISTANCE IN THE PROVISION OF MANPOWER TRAINING FOR CUSTOMERS

UNIVERSITY OF CALIFORNIA AT LOS ANGELES
LOS ANGELES, CALIF.

Grant 91-06-72-43
Project completed fiscal year 1974

Victor Tabbush
July 1973

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; CUSTOMER TRAINING; AUTOMOTIVE MECHANICS; MANPOWER ECONOMICS; EMPLOYER ATTITUDES

NTIS PB221887/AS

5-146* MARITAL STATUS TRANSITION AND LABOR FORCE READJUSTMENTS: AN ANALYSIS OF FEMALE OF FAMILIES

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

Linda S. Rosenman, Doctoral Candidate

Grant 91-29-76-21
Project still in progress

Descriptors: ADJUSTMENT; LABOR FORCE PARTICIPATION; NATIONAL LONGITUDINAL SURVEYS; WOMEN

This project will explore the decisionmaking processes of women who have become heads of households. decisions to enter the work force immediately or choose an alternative of education or training and the availability of and eligibility for Federal programs will all be analyzed for their effect on labor force participation by women. Home factors such as number of children, reevaluation of role from wife to breadwinner, and discriminatory hiring practices will all be put into the decisionmaking model with data from the National Longitudinal Survey of work experience of mature women.

5-147 Market Differentials and Labor Force Behavior

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Wesley S. Mellow, Doctoral Candidate

Grant 91-29-74-46
Project completed fiscal year 1976

Descriptors: LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT; MIDDLE-AGED WORKERS; MEN; NATIONAL LONGITUDINAL SURVEYS

This study exploits the concept of the market differential in an investigation of labor market dynamics. The market differential is the deviation of the worker's actual wage from the worker's human capital or potential wage. Using the National Longitudinal Survey for Mature Men as a data base, the market differential concept is operationalized and regression models of its impact on quits, search unemployment, and wage change are estimated. In each instance, results are consistent with predictions of the competitive theory. Workers receiving less than their potential are motivated to corrective action; they quit their current jobs. The market differential has a direct impact on search unemployment. Market wage offers are consistent with the potential wage while initial wage demands are determined by the prior wage. Finally, the change in the worker's real wage rate is inversely related to the worker's market differential. There is dynamic liquidation of existing market differentials.
1976

5-148* The Measurement of Alienation and Its Causes Through the Use of Behaviorally Anchored Rating Scales

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Michael A. Hopp, Doctoral Candidate

Grant 91-27-74-08
Project still in progress

Descriptors: ALIENATION; WORK ATTITUDES; ATTITUDES; WORKER TRAITS; BEHAVIOR SCALES; TESTING; SUPERVISION

This project is developing and testing a set of rating scales to determine: (1) The prevalence of and potential for alienated behavior among subordinates as perceived by superiors and (2) the causes of alienated behavior as reported by subordinates.

The scales are being developed through observations supplied by first-level supervisors and nonsupervisors, meeting in separate workshops. Supervisors and nonsupervisory workers are being drawn from two organizations that differ in those characteristics believed significant to worker alienation. Findings for the two organizations will be compared to assure that characteristics and causes of alienated behavior are not specific to a particular organization.

5-149 The Measurement of Total and Primary Factor Productivity: A Disaggregated Study of the Postwar Japanese Economy and a Comparative Study With the United States

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Mieko Nishimizu, Doctoral Candidate

Grant 91-24-74-48
Project completed fiscal year 1976

Descriptors: PRODUCTIVITY; JAPAN; INDUSTRY PRACTICES

The analytical framework for the measurement of total factor productivity (TFP) is founded on two sources, the theory of the production function and the social accounting system.

Considering, however, that the national measure of TFP is in fact some aggregate over the TFP measures of industries (or any other disagrregated economic units), disaggregated measurement facilitates the better understanding of the anatomy of national productivity change. This study conceives the contribution made by an industry to the national TFP as two-fold: First, *directly* through its own productivity increase providing the economy with greater delivery to final demand, and second, *indirectly* through the interindustry input-output relationship affecting all related industries (including itself) via delivery of its output as intermediate input. Thus the following two interrelated analytical considerations are formalized in the model: (1) The explicit recognition of intermediate inputs in the underlying industry technology, and (2) the correct method of aggregation over the industry TFP measures up to the national level such that the resulting aggregate measure preserves not only the direct productvity contribution but also the indirect contribution given a structure of interindustry relationship. The model is applied to the postwar Japanese economy (1955-71), disaggregated to 10 industries.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

The major results of this study are summarized as follows: (1) There exists a significant variation among industries in the rate of technological change, as well as the contribution to the growth of real output made by technological change. (2) If the conventional practice of suppressing intermediate input in the TFP analysis is in fact a misspecification of a technology, it is shown to introduce (analytically and empirically) a significant upward bias in the measurement of technological change. (3) For the economy as a whole the study finds the average annual rate of technological change to have been 1.17 percent for 1955-71, accounting for about 20 percent of Japan's growth in real output during this period. (4) Technological change is found to be an increasingly significant factor in Japanese growth over the postwar period.
1976

5-150* A MICROECONOMIC MODEL OF THE DISTRIBUTION OF LABOR INCOME: ECONOMETRIC ESTIMATION AND APPLICATION

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Halbert White, Jr., Doctoral Candidate; Dr. Robert Solow, Sponsor, Department of Economics

Grant 91-25-75-29
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; INCOME MAINTENANCE; LABOR FORCE; LABOR MARKET; MICROLEVEL ANALYSIS

This project attempts to establish a simple microeconomic theory of national distribution of labor income. It will examine various aspects of individual income maintenance, with emphasis on race, sex, age, occupation, and job experience. The main thrust of the research will be obtaining maximum likelihood estimates of income distribution for the individual or the subgroup he or she represents.

A basic labor supply model, using maximum likelihood techniques, will be used to analyze the data. The model will yield characteristics that will denote each population subgroup, along with the differences in income distribution of the various groups.

5-151 OCCUPATIONAL DIFFERENCES IN WAGE DISCRIMINATION AGAINST BLACK MEN: THE STRUCTURE OF RACIAL DIFFERENCES IN MEN'S WAGE RETURN TO SCHOOLING, 1960

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-26-72-24
Project completed fiscal year 1974

Ross M. Stolzenberg
December 1973

Report Descriptors: MEN; BLACKS; RACIAL DISCRIMINATION; OCCUPATIONAL STRUCTURE; RETURNS ON EDUCATIONAL INVESTMENT; WAGES

NTIS PB225840

5-152* OCCUPATIONAL LICENSURE OF ALLIED HEALTH MANPOWER: EFFECTS ON COSTS AND EMPLOYMENT OPPORTUNITIES AND HISTORICAL SPREAD IN THE HEALTH SECTOR

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

William D. White, Doctoral Candidate

Grant 91-25-73-31
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; OCCUPATIONAL LICENSING; HEALTH MANPOWER; INTERNAL LABOR MARKETS; EMPLOYMENT OPPORTUNITIES

The basic objective of this study is to provide a systematic economic analysis of: (1) The quantitative impact of the occupational licensure of allied health manpower on the cost of health services; (2) the effect of licensure on employment opportunities in allied health occupations; and (3) the spread of licensure in the allied health occupations. The four hypotheses to be tested are: (1) Licensure raises wage levels in occupations; (2) licensure alters the sex and race composition of occupations; (3) licensure changes the structure of production and internal labor markets; and (4) professional organizations have been the underlying force behind the spread of licensure, and older professional groups, especially the American Medical Association, have played a major role in the spread of licensure to new occupations.

The wide diversity of State licensure laws makes it possible to use cross-sectional analysis to test the first three hypotheses. This analysis is being conducted at two levels: a broad econometric analysis of aggregate data, and collection and analysis of detailed data for two or three specific occupations. Testing the fourth hypothesis will require use of historical material.

5-153 OCCUPATIONAL MOBILITY AMONG UNIONIZED CIVIL SERVICES WORKERS IN NEW YORK CITY

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-71-13
Project completed fiscal year 1974

John Robertson Morse
April 1974

Report Descriptors: CIVIL SERVICE SYSTEM; GOVERNMENT POLICIES; OCCUPATIONAL MOBILITY; UNIONIZATION; NEW YORK, NEW YORK

NTIS

5-154* The Occupational Socialization of Police

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Ilana Hadar, Doctoral Candidate

Grant 91-06-75-25
Project still in progress

Descriptors: POLICE; WORK ATTITUDES; DATA SOURCES AND USE

This study will investigate the impact of police officers' experiences on their attitudes and values and on their perception of and identification with their occupational role. Specifically, it will test the hypothesis that some attitudes (such as anomie, idealism, and social isolation) may fluctuate in intensity through the various stages of a policeman's career, while other attitudes (suspicion and negative attitudes toward the public and toward women) persist regardless of later career promotions or changes in assignment.

The research design is a general cross-sectional, descriptive survey, using a questionnaire to test police officers' values, attitudes, role perception, and role identification. A pilot study will be conducted in order to develop and refine the questionnaire, followed by a cross-sectional investigation of police of different ranks, career experiences, ages, and job titles. Data from the questionnaire will be subjected to a variety of statistical analyses.

5-155 Occupational Specialization, Chain Migration, and the Assimilation of Mexican Americans into Michigan Communities

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Grant 91-24-69-25
Project completed fiscal year 1974

Jerry N. Judy

Report Descriptors: GEOGRAPHIC MOBILITY; MIGRATION; JOB SEARCH; MIGRANTS; MEXICAN AMERICANS; INFORMATION SYSTEMS; ASSIMILATION

NTIS PB223105

5-156 Organizational Correlates of Disadvantaged Worker Retention

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Grant 91-17-71-22
Project completed fiscal year 1975

Dr. Paul F. Salipante, Jr.
June 1974

Report Descriptors: DISADVANTAGED; TRAINING PROGRAM MANAGEMENT; JOB PERFORMANCE; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); TRAINING EFFECTIVENESS AND IMPACT; CHICAGO

5-157* Part-Time Employment: A Study of the Relative Impact of Task and Temporal Factors on Workers Effectiveness

YALE UNIVERSITY
NEW HAVEN, CONN.

Judith Mintz, Doctoral Candidate

Grant 91-09-76-05
Project still in progress

Descriptors: JOB PERFORMANCE; JOB STRUCTURE; PART-TIME EMPLOYMENT; PRODUCTIVITY

This research will explore the effectiveness and use of part-time employment. It is hypothesized that part-time employment will show a higher degree of work accomplishment than full-time employment among certain occupations. Mothers are particularly constrained by household obligations and often are available solely for part-time work.

A 3-day laboratory simulation involving 60 women will compare the work product of a full-time employee to 2 part-time employees. Quality and quantity of work and job satisfaction will be used to compare full-time and part-time employment. This exploratory study will determine whether part-time employment has advantages and in what type of occupation is part-time work most successful.

5-158* The Pattern of Women's Labor Supply

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Donald A. Larsen, Doctoral Candidate

Grant 91-29-76-62
Project still in progress

Descriptors: PART-TIME EMPLOYMENT; LABOR SUPPLY; WOMEN; WOMEN'S OCCUPATIONS

This study will investigate the determinants of female labor supply and in particular explore the decision to work part time or part year. It should provide important evidence on how the particular constraints surrounding married women affect the weeks-hours trade-off. The model to be developed should be useful both in indicating whether and how the current structure of jobs inhibits rewarding work experiences for married women and in suggesting institutional changes that might reduce underemployment.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-159 PAY DIFFERENTIALS AND DIFFERENCES IN THE DISTRIBUTION OF EMPLOYMENT OF MALE AND FEMALE WORKERS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-71-24
Project completed fiscal year 1975

PAY DIFFERENTIALS AND DIFFERENCES IN THE DISTRIBUTION OF EMPLOYMENT OF MALE AND FEMALE OFFICE WORKERS

Dr. Francine D. Blau
January 1975

Report Descriptors: EARNINGS; WOMEN; MANPOWER; PROFESSIONALS; NORTHEASTERN STATES

5-160 THE PERSONAL EARNINGS DISTRIBUTION: INDIVIDUAL AND INSTITUTIONAL DETERMINANTS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-70-51
Project completed fiscal year 1975

Dr. Barry Bluestone
September 1974

Report Descriptors: LOW-WAGE JOBS; WAGE STRUCTURE; WAGE DIFFERENTIALS

NTIS PB238959/AS

5-161 A PHENOMENOLOGY OF HUMAN LABOR

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Grant 91-25-71-38
Project completed fiscal year 1974

WORK AND MEANING: A PHENOMENOLOGICAL INQUIRY

Charles M. Savage
September 1973

Report Descriptors: PHENOMENOLOGY; WORK ATTITUDES; ECONOMIC ANALYSIS AND ECONOMETRICS; WORK INCENTIVES; JOB SATISFACTION; MOTIVATION; MEANING OF WORK

NTIS PB224333/AS

5-162 THE POLITICAL ECONOMY OF MILITARY MANPOWER PROCUREMENT IN PEACETIME

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Grant 91-25-74-47
Project completed fiscal year 1975

G. Withers
December 1974

Report Descriptors: ARMED FORCES; VOLUNTEERS; OCCUPATIONAL CHOICE; INTERNATIONAL MANPOWER

NTIS PB240753/AS

5-163* POVERTY FLOWS IN THE FEMALE-HEADED HOUSEHOLD

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Susan Hegsted, Doctoral Candidate

Grant 91-49-76-26
Project still in progress

Descriptors: POVERTY; WOMEN; NATIONAL LONGITUDINAL SURVEYS;

This research will examine the flows of female-headed households in and out of poverty. Economic, social, and psychological forces that cause fluctuations in the flows will be identified, along with analysis of labor market conditions, in an attempt to identify conditions under which there are significant increases or reductions in the direction and magnitude of the flows. Comparisons will be made on black and white poverty households to try to understand why black female-headed households are more likely to be under the poverty level than their white counterparts. The National Longitudinal Survey will supply the needed data to explore these flows of poverty.

5-164* POVERTY, POLITICS, AND RELIEF: A STUDY OF PUBLIC WELFARE AND LOW-WAGE LABOR MARKETS IN BOSTON, 1922-1972

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
BOSTON, MASS.

Martin R. Holmer, Doctoral Candidate

Grant 91-25-73-17
Project still in progress

Descriptors: WELFARE PROGRAMS; DUAL LABOR MARKETS; ECONOMIC ANALYSIS AND ECONOMETRICS; WELFARE PATTERNS; WELFARE RECIPIENTS; LOW-WAGE JOBS

This study is attempting to determine whether cyclical variations in the number of welfare recipients over the last 50 years can best be explained by: (1) A conventional analysis of labor market conditions (i.e., the number of welfare recipients is determined by the interaction of poor people's demand for assistance and government's supply of assistance); (2) a conventional analysis of labor market conditions combined with an analysis of the politics and administration of public assistance programs; or (3) an analysis that utilizes the dual labor market theory (i.e., the U.S. labor market is stratified into a primary, high-wage, stable employment market and a secondary, low-wage, unstable employment market) rather than conventional labor market theory. Variables being considered relate to the personality characteristics of unemployed individuals, welfare caseworkers' attitudes toward their clients, and the protest movements' values and ideologies that have influenced welfare politics.

Econometric models derived from these theories are being developed with time series data on Boston public assistance programs and other political, social, and economic data. Sources include publications, documents, and public records of the Boston city government, Federal publications, and newspapers.

5-165* Predicting Earnings Losses Due to Disabling Work Injuries: A Study of Permanent Partial Disability in California

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Bruce Vermeulen, Doctoral Candidate

Grant 91-06-76-58
Project still in progress

Descriptors: WORKERS' COMPENSATION; EARNINGS; DISABLED

This research will examine the earnings losses of workers who have permanently reduced earning capacities as a result of work-related injuries and diseases. The study proposes to develop an econometric estimator of earnings losses that State workers' compensation agencies can use in determining compensation benefits, to achieve more consistent levels of income replacement for "permanently partially disabled" workers.

Income replacement is a principal objective of workers' compensation programs. Yet formalized schedules for determining permanent disability benefits in most States are primarily medical rather than economic. Compensation benefits tend to be based on explicit judgments about reduced earning capacity, involving cumbersome case-by-case evaluations and extensive litigation.

The study will analyze newly available data on workers' compensation recipients in order to identify the principal predictors of postinjury earnings losses and to develop an econometric model with which to predict these losses. Such a model may serve to establish formalized benefit criteria for earnings replacement and as an instrument for achieving those standards consistently and efficiently.

5-166 The Problem of Teenage Unemployment

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-72-21
Project completed fiscal year 1974

Alan A. Fisher
September 1973

Report Descriptors: TEENAGERS; EMPLOYMENT OPPORTUNITIES; UNEMPLOYMENT; LABOR SUPPLY; MINIMUM WAGE LAWS; BLACK/WHITE

NTIS PB223914/AS

5-167 The Producing Classes: Ideology in American Agrarian and Labor Movements, 1866-1896

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Grant 91-36-73-12 (formerly Grant 91-36-71-45)
Project completed fiscal year 1974

A STRUCTURAL ANALYSIS OF THE KNIGHTS OF LABOR: A PROLEGOMENON TO THE HISTORY OF THE PRODUCING CLASSES

Jonathan E. Garlock
1974

Report Descriptors: UNIONS; UNIONIZATION; SKILLED WORKERS; RURAL AREAS; LABOR MOVEMENT; FARMWORKERS; UNSKILLED WORKERS; UNION IMPACT

NTIS PB236436/AS

5-168 The Public Employment Program (PEP) in a Rural Setting: An Analysis of Participant Characteristics in Wisconsin

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-53-73-20
Project completed fiscal year 1975

Dr. David R. Zimmerman
January 1975

Report Descriptors: PUBLIC EMPLOYMENT PROGRAM; JOB CREATION; EMPLOYMENT POLICY; ASSESSMENT AND EVALUATION

NTIS PB239857/AS

5-169 Public Service Employment for the Disadvantaged

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Grant 91-11-71-20
Project completed fiscal year 1974

Lowell M. Glenn
December 1973

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; DISADVANTAGED; MANPOWER UTILIZATION; GOVERNMENT POLICIES

NTIS PB228717/AS

5-170 QUALITY CHANGE IN LABOR INPUT AND WAGE DIFFERENTIALS: A STUDY OF JAPANESE MANUFACTURING INDUSTRIES

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 91-24-72-50
Project completed fiscal year 1974

Toshiaki Tachibanaki
October 1973

Report Descriptors: WAGE DIFFERENTIALS; JAPAN; ECONOMIC ANALYSIS AND ECONOMETRICS; PRODUCTIVITY; EARNINGS; MANUFACTURING

NTIS

5-171* RAILROAD MANPOWER ADJUSTMENT TO TECHNOLOGICAL CHANGE THROUGH COLLECTIVE BARGAINING

CORNELL UNIVERSITY
ITHACA, N.Y.

Douglas M. McCabe, Doctoral Candidate

Grant 91-36-76-04
Project still in progress

Descriptors: ARBITRATION; INDUSTRIAL RELATIONS; RAILROADS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; NORTH CENTRAL STATES

A case study of two midwestern railroads will investigate the problems encountered by labor and management in resolving the impact of technological change on the structure of train and yard crews. Emphasis will be placed on a historical analysis of management and labor relations, especially during the 1960's when Government intervention was prevalent in labor disputes. The study should contribute insight to the evaluation of current collective bargaining practices in the industry and suggest probable future trends in railway industrial relations.

5-172 RATES OF RETURN TO INVESTMENT IN EDUCATION AT ALL LEVELS IN THE STATE OF NEBRASKA

UNIVERSITY OF NEBRASKA
LINCOLN, NEBR.

Grant 91-13-73-30
Project completed fiscal year 1975

Dr. Walter A. Verdon
July 1974

Report Descriptors: COST EFFECTIVENESS; EARNINGS; RETURNS ON EDUCATIONAL INVESTMENT; LABOR MOBILITY; BLACK/WHITE

NTIS PB236248/AS

5-173 REGISTERED NURSE EDUCATION AND THE REGISTERED NURSE JOB MARKET

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-73-23
Project completed fiscal year 1975

Dr. H. Allan Hunt
September 1974

Report Descriptors: EARNINGS; NURSES; ECONOMIC ANALYSIS; RETURNS ON EDUCATIONAL INVESTMENT

NTIS PB236182/AS

5-174* RELATIONSHIP BETWEEN THE LABOR MARKET STRUCTURE AND DEMAND FOR EDUCATION OF WHITE AND BLACK MALES

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Hiroya Bamba, Doctoral Candidate

Grant 91-25-75-39
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; EDUCATION; EDUCATIONAL ATTAINMENT; RETURNS ON EDUCATIONAL INVESTMENT

The objective of this dissertation is to investigate the behavior of white and black males in deciding the amount of education they attain and to analyze the causes of the differences in the educational attainment between them. There will be particular emphasis on investigating the impact of the differences in returns on education between white and black males. The assumption is made that the decision concerning the amount of education is jointly made by the children and their families. For both black and white males, theoretical demand functions of education will be derived by incorporating the maximization of family utility. It is assumed that education plays the major role in the maximization of family utility.

These demand functions of education will be empirically estimated, using up-to-date cross section data. Detailed microeconomic analysis and systematic incorporation of the impact of the institutional structure of the labor market on the demand for education will be utilized in testing the model and data.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

5-175* The Relationship Between Husband Support and Wife's Successful Return to Higher Education

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Gail Berkove, Doctoral Candidate

Grant 91-26-76-17
Project still in progress

Descriptors: EDUCATIONAL ATTAINMENT; MOTIVATION; SOCIAL REINFORCEMENT; WOMEN

This research will explore the relationship between the degree of support provided by the husband and the wife's ability to successfully return to school and analyze other factors that influence the need for and degree of support provided by the husband. If the attitudes of the husband are accepted as the most important factor in the wife's decision to return to school, it should be apparent that a high correlation exists between the degree of support and the wife's success or failure. Factors, such as peers, other family members, satisfaction of and commitment to marriage, and the stage of the family life cycle could downplay the need for a husband's support.

Data concerning 800 women enrolled in universities in the Detroit metropolitan area will be used to test the relationship by statistical analysis. The results of this study should provide insight to counselors in their attempt to insure successful school completions by returning wives.

5-176* Relationships Between Population Decrease and Tertiary Employment Opportunities in Agricultural Communities

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Judy Parker Appelt, Doctoral Candidate

Grant 91-46-70-35
Project still in progress

Descriptors: POPULATION; AGRICULTURAL COMMUNITIES; EMPLOYMENT OPPORTUNITIES

This study of the impact of declining population on job opportunities focuses on small, agriculturally oriented towns in an effort to: (1) Establish the order in which business and service functions change or disappear and (2) correlate those functions that show the greatest loss, gain, or alteration of form with changes in opportunities for existing and potential entrepreneurs and employees. Inventories are being made of functions present and opportunities filled for the periods 1950-60 and 1960-70.

The study is based on a stratified random sample of 40 agriculturally based towns in western Kansas whose populations declined between 1950 and 1960. Data are being gathered from secondary sources, field observations, and interviews with a random sample of 375 proprietors, managers, professionals, and skilled workers active in the towns since 1950. In addition to information concerning past and current job opportunities, the interviews are probing the respondents' attributes and their subjective opinions about prospective opportunities within their particular occupations.

5-177 The Relative Economic Status of Chinese, Japanese, Black and White Men in California

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-06-74-05
Project completed fiscal year 1975

Dr. Harold H. Wong
November 1974

Report Descriptors: CHINESE AMERICANS; MINORITIES; BLACK/WHITE; ECONOMIC STATUS; INCOME DIFFERENTIALS; SPANISH-SPEAKING AMERICANS; RETURNS ON EDUCATIONAL INVESTMENT; CALIFORNIA

NTIS PB237161/AS

5-178* The Relative Impact of Job Histories on Career Outcome Variables

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Douglas T. Hall, Doctoral Candidate

Grant 91-17-76-63
Project still in progress

Descriptors: CAREER PATTERNS; JOB PERFORMANCE

This longitudinal field study seeks to discover the relations between job histories and various career outcome variables. Job history is defined as the series of job experiences over the span of the person's worklife and is operationalized in terms of task characteristics. The major contention of this research is that this cumulative series of task characteristics is a major determinant of overall career success. Although the importance of various dimensions of the job has been clearly demonstrated, the long-term cumulative effects of various jobs and their respective characteristics have not yet been considered.

A challenging job provides opportunities for varied experiences and skill development because these jobs are characterized by problem solving opportunities, autonomy, responsibility, variety, etc. It seems reasonable to predict that such experiences are readily transferable to future situations and that they will contribute to successful completion of the tasks involved in the new job situation.

The design is a longitudinal field study that relies upon the personnel records system at Sears, Roebuck and Company, a national retailing organization with over 400,000 employees. Their 858 store managers are the focus of the research.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-179* THE RETIREMENT DECISION: ESTIMATION OF A LABOR SUPPLY FUNCTION FOR OLDER MALES

CORNELL UNIVERSITY
ITHACA, N.Y.

Jack E. Whiting, Jr., Doctoral Candidate

Grant 91-36-76-40
Project still in progress

Descriptors: OLDER WORKERS; AGING; LABOR SUPPLY; RETIREMENT

This study is attempting to derive a theoretical model for determining the labor participation/labor supply decisions of older males, aged 45 to 59. The model takes into account not only the impact of the aging processing and health factors on the retirement decision, but also the effect of public policy directed at the welfare of the aged, (for example, the Employment Retirement Income Security Act of 1974). It is expected that the methodology developed will make it possible to generalize on the entirety of the available labor supply responses of older workers.

The chief source of data for the project is the National Longitudinal Survey, which provides information on a sample of 5,000 males who were between the ages of 45 and 59 in 1966. Standard econometric methods are being used in the development of the model.

5-180 SCIENCE AND TECHNOLOGY IN THE CORPORATE SEARCH FOR ORDER: AMERICAN ENGINEERS AND SOCIAL REFORM 1900 TO 1929

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Grant 91-36-72-39
Project completed fiscal year 1975

Dr. David F. Noble
May 1974

Report Descriptors: ENGINEERS; INDUSTRIAL MANAGEMENT; TECHNICAL TRAINING; TECHNOLOGY AND TECHNOLOGICAL CHANGE

NTIS PB236375/AS

5-181* SCREENING AS A DYNAMIC PROCESS IN THE LABOR MARKET

UNIVERSITY OF WISCONSIN
MADISON, WISC.

B. Katherine Swartz, Doctoral Candidate

Grant 91-55-76-20
Project still in progress

Descriptors: HIRING; JOB PERFORMANCE; COSTS

This research will explore the process of screening used by employers in hiring and will evaluate the costs and efficiency of using the screening process. The process will be examined to see whether the individual characteristics for which persons were hired are the same as those found in individuals with good work performance and who remain on the job. The employer's cost for screening, along with the economic conditions of the employer and the local labor market, will be incorporated for their effect on the use of the screening process.

5-182* SECOND CAREERS FOR RETIRED MILITARY OFFICERS

RUTGERS UNIVERSITY
NEW BRUNSWICK, N.J.

William H. Henry, Doctoral Candidate

Grant 91-34-76-57
Project still in progress

Descriptors: ARMED FORCES; RETIREMENT; DEFENSE WORKERS; JOB PLACEMENT

This project proposes to determine and confirm basic relationships regarding the transfer of educational attainments, skills, and experience by retired military officers employed in second career occupations. The significantly larger number of military retirees now—fully fourfold the number in 1960—and the more distressed economic situation since 1970 encourage the replication of portions of previous studies. To the extent that formal education, training in specific skills, and experience comprise some major segment of the overall educational process, this project should add to the body of educational theory and practice as it applies to this category of workers. Specifically, the study will concentrate on the experience of officers who retired between July 1, 1964, and June 30, 1974, with between 20 and 30 years active service and in the grades conventional for the retirement of career officers.

5-183 SECTORAL TRENDS IN EMPLOYMENT AND SHIFTS IN THE PHILLIPS CURVE

UNIVERSITY OF FLORIDA
GAINESVILLE, FLA.

Grant 91-12-73-10
Project completed fiscal year 1974

Thomas R. Dalton
August 1973

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; EMPLOYMENT PATTERNS; ECONOMIC INDICATORS; LABOR MARKET INFORMATION

NTIS PB223164/AS

5-184 SOCIAL INEQUALITY AND LABOR FORCE PARTICIPATION

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Grant 91-06-72-38
Project completed fiscal year 1974

Jonathan King
1973

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR FORCE PARTICIPATION; BLACKS; SPANISH-SPEAKING AMERICANS; EDUCATION EFFECT ON CAREER PATTERNS

NTIS PB231269/AS

5-185* SOCIAL SUPPORT FOR MEDIATING THE EFFECTS OF OCCUPATIONAL STRESS ON THE HEALTH OF INDUSTRIAL WORKERS

DUKE UNIVERSITY
DURHAM, N.C.

James A. Wells, Doctoral Candidate

Grant 91-37-76-53
Project still in progress

Descriptors: OCCUPATIONAL SAFETY AND HEALTH; QUALITY OF EMPLOYMENT; SOCIAL RELATIONSHIPS

The effects of various types and sources of social support on the relationship between job-related psychosocial stress and worker health are explored in this study. Since interpersonal relations are perhaps the most tractable aspect of the work environment, the results of this research will have direct policy implications for the improvement of worker health, a primary determinant of the quality of work. The results will also contribute to building an empirically based theory of social support. The data include: (1) Questionnaire measures of perceived stress, social support, and health collected in a large plant manufacturing rubber, tires, plastics, and chemicals; (2) physical examination measures gathered on a subsample of workers by the National Institute of Occupational Safety and Health (NIOSH) and OHSG; and (3) objective job-stress ratings by a panel of judges including members of the union, plant management, and members of the research team familiar with the plant.

5-186* THE SOCIAL WORKER IN MANPOWER PROGRAMS: AN ASSESSMENT OF PROFESSIONAL TASKS, DILEMMAS, AND IMPLICATIONS FOR CURRICULAR DEVELOPMENT IN GRADUATE SCHOOLS OF SOCIAL WORK

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Frank Kushin, Doctoral Candidate

Grant 91-36-73-18
Project still in progress

Descriptors: SOCIAL SERVICE EMPLOYEES; EDUCATION EFFECT ON CAREER PATTERNS; FEDERAL GOVERNMENT; STATE AND LOCAL GOVERNMENTS; UNIVERSITIES AND COLLEGES; CURRICULUMS; MANPOWER PROGRAM STAFFING

This appraisal of the role of the social worker in manpower programs addresses the following questions: At what hierarchical and functional levels are social workers employed? How are they recruited? To what extent is their educational background relevant to their professional work? What is the prognosis for the professional preparation of manpower agency personnel in view of recent major revisions in manpower programs? How can social workers contribute to the planning and delivery of these evolving programs?

The researcher has sent questionnaires to the 627 workers listed as employed in manpower and manpower-related programs in the October 1972 Directory of Professional Social Workers. Additional data is being obtained from interviews with manpower program personnel responsible for the hiring and supervision of social workers, and with Federal, State, and local manpower officials responsible for establishing policies for the employment and deployment of these workers.

5-187 SOCIOLOGICAL ASPECTS OF DEBT ENTANGLEMENT

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-71-23
Project completed fiscal year 1974

Eric W. Single
August 1973

Report Descriptors. STATUS; CONSUMPTION; DEBTOR/CREDITOR RELATIONSHIP; GARNISHMENT OF WAGES

NTIS PB224961/3AS

5-188* SOURCES OF OCCUPATIONAL PRESTIGE RATINGS

STANFORD UNIVERSITY
STANFORD, CALIF.

Andrew Kolstad, Doctoral Candidate

Grant 91-06-76-12
Project still in progress

This study addresses two main questions dealing with the prestige of occupations: (1) What attributes of occupations, in addition to average earnings, are associated with the public opinion ratings of specific occupations? (2) How do the relationships between these attributes and opinion ratings vary by socioeconomic level within

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

the general public? Occupations that require high levels of education and have authority, stiff job requirements, high incomes, and pleasant working conditions are expected to be rated highly by the public. It is also expected that the higher the social class of the respondent, the greater the tendency to downgrade occupations that place more emphasis on level of education and degree of authority. To implement this, research data will be drawn from 1964 National Opinion Research Center data and the 1960 census. This analysis should have value in identifying occupations that rate highest in the public's eye and preparing for oversupply in these occupations.

5-189 The Allocation of Time to Vocational School Training

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Lawrence S. Olsen, Doctoral Candidate

Grant 91-36-75-04
Project completed fiscal year 1976

Descriptors: HUMAN CAPITAL; NATIONAL LONGITUDINAL SURVEYS; OCCUPATIONAL TRAINING; POST-HIGH SCHOOL TRAINING; RETURNS ON EDUCATIONAL INVESTMENT; TRAINING; TRAINING EFFECTIVENESS AND IMPACT; VOCATIONAL EDUCATION; VOCATIONAL TRAINING; YOUNG MEN

This report examines postsecondary training choices of young males, their determinants and effects. Decisions involving vocational school are analyzed in conjuction with decisions about college, work, and leisure. An economic, time-allocation model of training choice is formulated. New statistical methods, combining maximum likelihood and two-stage estimation, are used to test the model.

Results indicate that the for-profit nature of most vocational schools renders them more flexible than colleges and better suited to students with poor backgrounds and limited finances. Race appears not to be an important factor in training choices after standarizing for other relevant variables. Although the data used come from the late 1960's, no draft effect on college attendance is found. Time costs of training appear large for both colleges and vocational schools, and both training types involve substantial amounts of foregone leisure time.

The report concludes that vocational school training is usually best suited to those seeking a relatively limited amount of total training. Consistent with this statement it is found that, by most available measures, vocational school trainees are more similar to persons taking no postsecondary training than to college students.

1976

5-190 The Structure of Earnings and Investments in Human Resources: A Comparison Between the United States and Japan

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-73-14
Project completed fiscal year 1974

Haruo Shimada
1974

Report Descriptors: EARNINGS; INCOME; WAGES; INVESTMENT; JAPAN; HUMAN RESOURCES; BLUE-COLLAR WORKERS; WHITE-COLLAR OCCUPATIONS

NTIS PB238194/AS

5-191 The Structure of Occupational Mobility in the U.S. Economy

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA, ILL.

Grant 91-17-73-06
Project completed fiscal year 1975

Dr. Robert C. Dauffenbach, Jr.
December 1973

Report Descriptors: OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY

5-192* The Structure of Youth Labor Markets

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Paul Osterman, Doctoral Candidate

Grant 91-25-75-42
Project still in progress

Descriptors: YOUTH; UNEMPLOYMENT; LABOR MARKET; LABOR MARKET BEHAVIOR; LOW-LEVEL OCCUPATIONS; ECONOMIC ANALYSIS AND ECONOMETRICS; MASSACHUSETTS, BOSTON

This project will study the structure of the labor market for youth and employers in the Boston area. Since unemployment rates drop dramatically after young workers reach the age of 25, this research will center on the aging process of youth aged 16 through 25. Studying the developmental process of growing up and attempting to understand the structure of the youth labor market should lead to an explanation of high youth unemployment despite available job openings.

Both employed and unemployed youth, employers, and manpower officials will be interviewed, and data will be analyzed from various national longitudinal surveys and surveys of the Boston area for use in an econometric model.

5-193 Studying Wage Changes With a Simulation of the Labor Market

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

Grant 91-24-75-05
Project completed fiscal year 1975
February 1975

5-194* A STUDY OF GHETTO ECONOMIC CORPORATIONS

BRANDEIS UNIVERSITY
WALTHAM, MASS.

June Hopps, Doctoral Candidate

Grant 91-25-71-04
Project still in progress

Descriptors: GHETTO RESIDENTS; MINORITY BUSINESS ENTERPRISE; CORPORATIONS; MANPOWER UTILIZATION; BLACK COMMUNITIES; MASSACHUSETTS, NORTH DORCHESTER; MASSACHUSETTS, ROXBURY

This study is analyzing economic corporations that began emerging in urban black ghettos in the late 1960's. For a sample of the enterprises, it is examining input (such as sources and amounts of initial funding, characteristics of manpower talent invested, and reinvested return from ghetto markets) and output (such as development of new professional and skilled manpower, contribution to community economic wealth, provision of products and services to the ghetto and beyond, and generation of spinoff enterprises).

The sample consists of all corporately owned plants or offices set up in Roxbury-North Dorchester, Mass., between June 1967 and January 1971. Material is being collected through discussions with executives of each corporation and from company records and published materials.

5-195* A STUDY OF PERMANENTLY INJURED WORKERS UNDER WISCONSIN'S WORKMEN'S COMPENSATION LAW

UNIVERSITY OF WISCONSIN
MADISON, WISC.

Richard Ginnold, Doctoral Candidate

Grant 91-55-76-14
Project still in progress

Descriptors: ADJUSTMENT; HANDICAPPED; EFFECTIVENESS OF PROGRAMS REHABILITATION

This study will survey employees who have received permanent disability benefits under the Wisconsin Workmen's Compensation Act. Questions will deal with the extent to which injured workers suffer permanent income loss, the adequacy of benefits, the usefulness and success of rehabilitation programs, and Wisconsin's effectiveness in administering the act. Employees will be divided by type and severity of injury, as well as loss of income, in an attempt to identify inequities and problems that are directly related to the act or to the administration of the act.

5-196 A STUDY OF THE DEVELOPMENT OF NON-STANDARD WORKDAY OR WORKWEEK FOR WOMEN

BRYN MAWR COLLEGE
BRYN MAWR, PA.

Grant 91-42-73-16
Project completed fiscal year 1974

Ruth W. Prywes
March 1974

Report Descriptors: WOMEN; PART-TIME EMPLOYMENT; WORK SCHEDULES; MANPOWER NEEDS; STATUS; LOW-LEVEL OCCUPATIONS; PENNSYLVANIA, PHILADELPHIA

NTIS PB229614/AS

5-197 A STUDY OF THE SOCIAL SERVICE EMPLOYEES UNION OF THE NEW YORK CITY DEPARTMENT OF SOCIAL SERVICES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-70-06
Project completed fiscal year 1975

Richard Mendes
1974

Report Descriptors: ROLE CONFLICT; GOVERNMENT WORK; JOB SATISFACTION; PROFESSIONALS; UNION IMPACT; WELFARE PROGRAMS

5-198* SUBSTITUTION IN THE LABOR MARKET: A NONSEPARABLE APPROACH

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Marvin H. Kahn, Doctoral Candidate

Grant 91-27-69-24
Project still in progress

Descriptors: LABOR MARKET BEHAVIOR; ELASTICITY OF SUBSTITUTION; TECHNOLOGY AND TECHNOLOGICAL CHANGE; INFLATION; ECONOMIC ANALYSIS AND ECONOMETRICS

This study is concerned with the extent to which substitution among capital and different types of labor can offset the inflationary effects of capital and labor shortages. On the assumption that all labor market inputs interact with one another inseparably, the study tests the hypothesis that capital can act as either a substitute for or a complement to labor. Specifically, it investigates post-World War II changes in the elasticity of substitution with respect to workers in different occupations, age/sex groups, and levels of educational attainment in relation to changes in technology, the composition of output, and labor force characteristics.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

5-199* Supervisor-Subordinate Role: A Determinant of Evaluation Ratings and the Allocation of Organizational Rewards

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Veronica F. Nieva, Doctoral Candidate

Grant 91-26-75-37
Project still in progress

Descriptors: RACIAL DISCRIMINATION; ORGANIZATIONAL ENVIRONMENT; ORGANIZATIONAL STRUCTURE; ASSESSMENT AND EVALUATION; DATA SOURCES AND USE

This research will investigate the effects of similarity along a range of dimensions on positive affect and evaluation among supervisors and their subordinates. The research will attempt to judge the effects on "nonability" factors on rewards and promotions allocated to individuals in organization. A questionnaire sent to 120 supervisors and 512 of their employees in various fields will ask about the effect of similarity and what role it plays in whether a subordinate receives a favorable or an unfavorable evaluation.

Secondary analysis will be performed on data collected in 1972 and 1974, for the *Effectiveness in Work Roles* study sponsored by the U.S. Department of Labor.

5-200* Task Design: Technological Descriptions, Manpower Requirements, and Worker Responses

UNIVERSITY OF WISCONSIN
MADISON, WIS.

Randall B. Dunham, Doctural Candidate

Grant 91-55-76-64
Project still in progress

Descriptors: JOB SATISFACTION; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; JOB ANALYSIS; WORKER TRAITS

The project's main objective is to study a system that includes task technology, perceived task design, manpower requirements of tasks, and the behavioral, motivational, and affective responses of workers. To achieve this end, several elements of an heuristic model will be examined. The investigation will attempt to document the linkages between technological (objective) descriptions of jobs, perceptual task evaluations, and worker responses and to assess resulting manpower requirements. The important influences of nontask environmental factors (for example, organizational characteristics) on these linkages will also be studied. The results of this project will be used to evaluate and modify the heuristic model to provide theoretical clarifications, reduce empirical ambiguities, and to offer direction for future research and practice.

5-201* Technoeconomic and Technological Change in Two Arctic Communities

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

John Mark Oudine, Doctoral Candidate

Grant 91-36-75-30
Project still in progress

Descriptors: CHRONICALLY UNEMPLOYED; ESKIMOS; LIFESTYLES; PARTICIPANT-OBSERVER METHODOLOGY; SOCIAL INDICATORS; SOCIOLOGICAL FACTORS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; ALASKA

The concerns of this study are with the documentation and analysis through research observation of the impact of technological progress on Eskimo minorities of northern Alaska. Research will provide information relevant to training programs directed toward improving the conditions of chronically underemployed Alaskan Eskimos. Moreover, it will point out areas of technological competence that could meet labor requirements of current and future industrial and developmental projects.

The research centers on the delineation of sociocultural factors present in the Eskimo society which are concomitants of technological progress and, conversely, the sociocultural factors which can be shown to have retarded the introduction of technological elements.

5-202 Theoretical Implications and Empirical Tests of the Job Search Theory

UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

Robert Feinberg, Doctoral Candidate

Grant 91-51-75-43
Project completed fiscal year 1976

Descriptors: JOB SEARCH; UNEMPLOYMENT; LABOR FORCE BEHAVIOR

After tracing the historical development of the job search theory as an explanation for unemployment, surveys of recent theoretical and empirical work are given. Theoretical implications are derived from a representative model of optimal individual job search. Five equations are estimated by ordinary least squares regression analysis of cross section data. These equations are predicted to explain an individual's minimum acceptance (reservation) wage, expected duration of unemployment, and probability of being in the labor force as functions of the cost of search, the distribution of potential wage offers facing the individual, and the indivdual's level of risk aversion. The statistical findings reject the hypothesis that an individual's duration of unemployment can be explained largely as productive search: further research is urged to confirm these results.
1976

5-203 The Timing and Spacing of Births and Women's Labor Force Participation: An Economic Analysis

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-72-35
Project completed fiscal year 1974

Sue Goetz Ross
April 1974

Report Descriptors: WOMEN; MOTHERS; FERTILITY; LABOR FORCE PARTICIPATION; LABOR SUPPLY

NTIS PB231342/AS

5-204 Trade Adjustment Assistance: A Case Study of the New England Shoe Industry

TUFTS UNIVERSITY
MEDFORD, MASS.

Grant 91-25-73-22
Project completed fiscal year 1974

James E. McCarthy
1974

Report Descriptors: TRADE EXPANSION ACT; TRADE ADJUSTMENT ASSISTANCE; SHOE INDUSTRY; PUBLIC EMPLOYMENT PROGRAM; NEW ENGLAND

NTIS PB236225/AS

5-205* Underemployment of Ph.D.'s

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Theodore J. Settle, Doctoral Candidate

Grant 91-26-76-66
Project still in progress

Descriptors: UNDEREMPLOYMENT; UNEMPLOYMENT; DOCTORAL DEGREES

This research explores the component of Ph.D. placement that has received only minimal media exposure and public awareness, underemployment, the situation wherein the job incumbent's skills are greater than the position requires. Is the average individual willing to experience underemployment before experiencing unemployment, that is, would an individual accept a job that actually ranked fourth or fifth in priority among all the jobs for which he was being considered rather than accept no position at all? In the examination of this topic, the following four perspectives are analyzed: (1) The different categories of underemployed, (2) the magnitude of the underemployment situation, (3) possible factors contributing to underemployment, and (4) attitudes of those who are underemployed. Collectively, these perspectives represent an analysis of a phenomenon that may exist until the demand for doctoral degree holders again outstrips the supply.

The sample selected for the study consists of Ph.D. graduates of eight departments from six institutions for 2 academic years.

5-206 Unemployment Compensation, the Duration of Unemployment, and Job Search

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Stephen Moore, Hills, Doctoral Candidate

Grant 91-55-74-11
Project completed fiscal year 1976

Descriptors: UNEMPLOYMENT INSURANCE; JOB SEARCH; DURATION OF UNEMPLOYMENT; NATIONAL LONGITUDINAL SURVEYS

Two hypotheses that are advanced by the study are: (1) A measure of the amount of unemployment insurance (UI) an individual is eligible to receive and/or a measure of the potential duration for which the same individual is eligible to receive UI should be related positively to the actual duration of unemployment which he or she experiences over any given period of time; and (2) the same two measures for unemployment insurance should also be related positively to the change in the stream of earnings in periods before and after a period of receipt of UI.

Two longitudinal data sets are used to test the hypotheses: the Michigan Panel Study of Income Dynamics and the Parnes National Longitudinal Survey, each a national random sample of longitudinal data from the United States. Individuals who experience some unemployment over a given 3-year period of time are selected from each data set. The amount of unemployment each experiences over a 3-year period then serves as the dependent variable for the first set of models to be tested.

A linear model is constructed with the duration of unemployment experienced over a 3-year period of time as the dependent variable, a series of controls as independent variables plus one variable indicating receipt or nonreceipt of UI as a proxy for eligibility to receive UI benefits. Results show in each data set that the proxy variable for UI eligibility is related positively to the duration of unemployment experienced; all control variables are constant.

Next the sample is reduced to a subset of individuals receiving UI, with the duration of unemployment over a 3-year period of time as the dependent variable; a model is constructed with the ratio of weekly UI benefits to prior weekly earnings as one independent variable, the maximum number of weeks an individual is elibible to receive UI as a second, plus a series of control variables. In some, but not all cases, a positive relationship is shown between duration and the maximum eligibility variable.

Finally, we test the recursive relationship between UI variables and the change in earnings before and after a period of unemployment accompanied by receipt of UI. The influence of UI on the change in earnings is

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

hypothesized to function through the effect on the duration of unemployment as a proxy for search time. The small sample sizes for the tests and the potential for several confounding influences in the model make interpretation of the results difficult although in one data set a positive correlation is observed between the ratio of UI benefits to earnings and the ultimate change in earnings.
1976

5-207 UNEMPLOYMENT IN THE DEFENSE INDUSTRY: AN ANALYSIS OF THE UNEMPLOYED WORKER'S JOB SEARCH STRATEGY AND THE MANPOWER POLICIES OF THE FIRM

TEXAS A&M UNIVERSITY
COLLEGE STATION, TEX.

Grant 91-48-73-27
Project completed fiscal year 1975

J. Yeager
December 1973

NTIS PB236362/AS

5-208 UNIONS AND LABOR MARKET SEGMENTATION

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Lawrence M. Kahn, Doctoral Candidate

Grant 91-06-75-06
Project completed fiscal year 1976

Descriptors: COLLECTIVE BARGAINING; DUAL LABOR MARKETS; JOB STABILITY; LABOR MOVEMENT; STANDARD METROPOLITAN STATISTICAL AREA (SMSA); UNION ATTITUDES; UNION ENTRY; UNIONIZATION; UNION MANPOWER PRACTICES; UNIONS

This dissertation studies the relationship among unionism, labor market segmentation and dual labor markets. Dual labor market theory asserts that there are essentially two kinds of jobs: primary and secondary. The former have high wages, relatively good working conditions, job security, chances of advancement, and due process on the job; the latter have low wages, poor working conditions, little job security, and few chances of advancement.

To determine whether unions help cause primary jobs, the researcher performed an interindustry econometric study and a case study of the San Francisco longshoremen. To determine whether unions contribute to dualism, the researcher performed an econometric comparision of nonunion workers in a union environment (San Francisco) with those in a less-unionezed environment (Los Angeles).

The interindustry investigation found that unions lead to higher annual earnings and more stable employee behavior, two important aspects of primary jobs. The case study of the San Francisco longshoremen asserts that, as a result of the emergence in the 1930's of a militant West Coast longshoremen's union, longshoring in San Francisco was transformed from a secondary to a primary job. The researcher also found that nonunion workers in Los Angeles had, all else equal, higher real annual earnings, more weeks' employment, and more stable employment than those in San Francisco. The investigation therefore concludes that unions help lead to divergent development of the job conditions facing union and nonunion workers.
1976

5-209* THE VOCATIONAL ADJUSTMENT OF PHYSICIAN ASSISTANTS

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Henry B. Perry, Doctoral Candidate

Grant 91-24-75-08
Project still in progress

Descriptors: ROLE MODELS; ADJUSTMENT; ASPIRATIONS ATTITUDES; CAREER GOALS; HEALTH MANPOWER; JOB PERFORMANCE; MOTIVATION; OCCUPATIONAL STATUS; PARAPROFESSIONALS; PHYSICIANS; QUALITY OF EMPLOYMENT; ROLE CONFLICT

This study will examine and measure the relative importance of six factors affecting the successful vocational adjustment of physician assistants: Job satisfaction, job performance, tenure in present job, expected length of job employment, career satisfaction, and career aspirations. The guiding theoretical framework is provided by two perspectives: (1) That of vocational psychology, focusing primarily on the "fit" of the individual to his or her work environment and (2) social evaluation theory, which focuses on the roles played by "significant others" (those individuals or groups with whom a person identifies and compares himself or herself) in an individual's assessment of present circumstances. The study is particularly concerned with two possible problems concerning the vocational adjustment of physician assistants—inadequate career advancement opportunities, with resulting career dissatisfaction, and nonacceptance by other health professionals.

Two self-administered questionnaires mailed to approximately 1,000 graduates of physician assistant training programs will include such established scales as the Job Satisfaction Blank, the Holland and Baird Interpersonal Competency Scale, and the Rosenberg Occupational Values Scale. Data derived from these questionnaires will be subjected to both correlational and multivariate path analysis.

5-210* THE WAGE CHANGE PROCESS IN THE CONSTRUCTION INDUSTRY

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Jeffrey M. Perloff, Doctoral Candidate

Grant 91-25-76-29
Project still in progress

Descriptors: CONSTRUCTION INDUSTRY; WAGES; WAGE DIFFERENTIALS

This report will study the wage structure found in the construction industry through a micro-economic model involving data gathered by the Construction Industry Stabilization Committee. The framework will include analysis of the role the union plays by their use of restrictive membership, (which pushes up wages) and the strength of their bargaining position. State and Federal laws that are constantly being revised will also be incorporated into the model for their effect on the construction industry wage structure.

5-211 Wage Determination for Public Employees: The Case of Public School Teachers

YALE UNIVERSITY
NEW HAVEN, CONN.

Charlotte K. Stiglitz, Doctoral Candidate

Grant 91-09-72-29
Project completed fiscal year 1976

Descriptors: TEACHERS; PUBLIC SECTOR; WAGES; UNIONIZATION; RETURNS ON EDUCATIONAL INVESTMENT; PUBLIC EMPLOYMENT PROGRAMS

An econometric model of wage determination for public school teachers is presented and the estimated wage level is used in an estimation of the level of public school expenditures. The period studied is 1961-62 to 1969-70 and the sample consists of 51 large school districts. It is found that local labor market conditions are the primary determinants of teacher wages but that unionization also has a significant effect that decreased in magnitude as more districts became unionized. With respect to expenditure determination, it is found that after sociodemographic and cost differences are taken into account, wealth does not have a significant effect. Evidence of the effect of tax price differences is found and significant variations in salaries and expenditure also result from differences in regional and urban status.
1976

5-212 Wage Differentials Between Federal Government and Private Sector Workers

RUTGERS
NEW BRUNSWICK, N.J.

Grant 91-34-74-12
Project completed 1975

Sharon Smith
August 1974

Report Descriptors: WAGE DIFFERENTIALS; WAGE STRUCTURE; PRIVATE INDUSTRY; FEDERAL GOVERNMENT

5-213* Wage Labor and Urban Chicano Adaptation

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Catherine V. Jucius, Doctoral Candidate

Grant 91-55-74-30
Project still in progress

Descriptors: CHICANOS; SPANISH-SPEAKING AMERICANS; WAGE EARNERS; WAGES; URBAN AREAS; SOCIAL RELATIONSHIPS; NEW MEXICO, SILVER CITY

This research is focusing on urban Chicano employees in Anglo enterprises to provide information on economic strategies involved in urban Chicano adaptation and related social patterns in the Chicano and Anglo communities.

The researcher will take up residence in a Chicano neighborhood in New Mexico and conduct casual interviews with Chicano residents over a period of several months. Other procedures include researching historical and administrative documents and attending Chicano meetings and other functions.

5-214* Wage-Price Expectations and Cyclical Strike Behavior

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Bruce E. Kaufman, Doctoral Candidate

Grant 91-55-76-56
Project still in progress

Descriptors: COLLECTIVE BARGAINING; UNEMPLOYMENT/INFLATION TRADEOFF; BUSINESS CYCLE

An investigation of the determinants of cyclical strike activity within the manufacturing and nonmanufacturing sectors of the U.S. economy is the object of this research. Particular attention will be given to the role of inflation as a causal factor in generating fluctuations in strike activity. In the first part of the study, a model will be developed that demonstrates how changes in prices and the associated changes in real wages may cause a systematic cycle of strikes and union wage demands. Given certain plausible assumptions, the model will also show that the timing of this wage and strike cycle relative to the overall business cycle will result in a direct conflict between union wage demands and stabilization efforts by the fiscal and monetary authorities.

The study's second part will use both time series and multiple regression techniques to test hypotheses developed from the model. Of particular interest will be the role of escalator clauses in reducing the strike activity caused by inflation. Conclusions from the above analysis

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

will hopefully identify several economic or institutional variables amenable to change by public action that might reduce the direct and indirect costs of strike activity.

5-215 Weaponsmakers: Role Orientations and Behavior of Scientists and Engineers in the Aerospace Industry

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-05-69-01
Project completed 1975

Jeffrey Schevitz
February 1975

Report Descriptors: ENGINEERS; PARTICIPANT-OBSERVER METHODOLOGY; ATTITUDES; JOB SATISFACTION; ROLE CONFLICT

5-216 White Ethnic and Black Economic Assimilation and Mobility: A Study of Employment Patterns and Determinants in Selected SMSA'S

CORNELL UNIVERSITY
ITHACA, N.Y.

Grant 91-36-72-42
Project completed fiscal year 1975

J. Lichtenstein
1975

Report Descriptors: ASSIMILATION; BLACK/WHITE; SOCIAL MOBILITY; NORTHEASTERN U.S.

5-217* Women and Men in Nontraditional Clerical and Craft Occupations

YALE UNIVERSITY
NEW HAVEN, CONN.

Carol T. Schreiber, Doctoral Candidate

Grant 91-09-76-44
Project still in progress

Descriptors: MALE/FEMALE; OCCUPATIONAL CHOICE; CAREER GOALS; CLERICAL OCCUPATIONS; CRAFT WORKERS

This research effort focuses on men and women who have chosen to enter nontraditional clerical and craft occupations below the managerial level. Their demographic and individual differences are analyzed to develop information on who enters these nontraditional fields and on what job-related pressures and problems may arise from their situation. In addition, the occupational and organizational aspirations of nontraditional job incumbents are described in relation to their social background and current life cycle stage. Work-family-career interests and concerns and conflicts of male and female workers are also compared. The study seeks to add a measure of clarity to current thinking about sex-role stereotyping and its influence on attitudes and behavior for individuals, groups, and organizations.

Interviews are being conducted with a sample of employees of a large public utility that has recently introduced changes in traditionally sex-typed departments. Additional data is being derived from company personnel records and interviews with supervisors. Correlational analysis is used to determine relationships of the findings.

5-218* Work and the Organization of Lifestyle: Implications for Job Retention

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Joseph F. Greer, Jr., Doctoral Candidate

Grant 91-29-71-50
Project still in progress

Descriptors: SOCIAL REINFORCEMENT; LIFESTYLES; JOB RETENTION; UNEMPLOYED; WORK ATTITUDES; ATTITUDES; MEN

This study is attempting to relate the job tenure of a marginal worker to the employment characteristics of his closest friends, his wife's description of him, and his self-concept. The sample consists of 150 married men, living with their wives, who after 2 weeks or more of unemployment apply for work through the New York State employment service office in Olean.

As soon as a subject is placed in a job, he and his wife are asked to write 20 statements which characterize the worker and to list the names and employment characteristics of his 10 closest friends. Each worker is contacted again 7 and 40 weeks after placement and the same information elicited. The researcher postulates that the greater the proportion of employed friends and of work-oriented statements he and his wife make about him, the longer his job retention; and the longer his unemployment, the lower the proportion of work-oriented statements and the more unemployed friends he will name.

5-219* Work in the Irregular Economy: A Study of Swapping

UNIVERSITY OF CALIFORNIA
RIVERSIDE, CALIF.

Gary D. Stohler, Doctoral Candidate

Grant 91-05-75-12
Project still in progress

Descriptors: DUAL LABOR MARKETS; LABOR FORCE; LABOR MARKET; CALIFORNIA

This study is examining "swapping," an aspect of the irregular economy in which goods and services are bought, sold, or exchanged in informal market settings. The investigation will answer questions about the work setting, the characteristics of participants, and the relationship of swapping to the larger society and regular economy in order to provide a general understanding of irregular economic activity.

Data were gathered through a series of semistructured interviews with participants of three swap meets held in California over a period of 5 months. Popular and social science literature was also reviewed.

5-220 WORK RELATIONSHIPS IN THE DELIVERY OF MEDICAL CARE: AN ANALYSIS OF THE DIVISION OF LABOR BETWEEN PHYSICIAN AND NURSE PRACTITIONER IN OUTPATIENT CLINICS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Grant 91-25-72-46
Project completed fiscal year 1974

Eric L. Herzog
September 1973

Report Descriptors: HEALTH MANPOWER; NURSES; PHYSICIANS; OCCUPATIONAL STRUCTURE; HEALTH CARE

NTIS PB224048/AS

5-221* WORK, WELFARE, AND THE INCREASE IN WOMEN LIVING INDEPENDENTLY OF MEN

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Andrew James Cherlin, Doctoral Candidate

Grant 91-06-76-01
Project still in progress

Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; FAMILIES; MOTHERS; LABOR FORCE BEHAVIOR; MOTIVATION; WOMEN

Sharp increases in the levels of divorce and remarriage and moderate decrease in the rate of first marriages in the past 20 years have led to socioeconomic trends that are altering the traditional family structure and composition of the American labor force. The increased rate of participation for women in the labor force and the phenomenal growth of Aid to Families with Dependent Children (AFDC) recipients point to more and more women living independently of men. The study hypothesizes that women and not just men may be responsible for this trend. Women, because of increased economic power and the liberalization of AFDC requirements, may now be choosing the head of household role and no longer just accepting the role passively because of abandonment. Single women may now be evaluating their economic power against the benefits of marriage and choosing to retain their single status.

The data to be utilized are from the 1970 Census 1/1,000 Public Use Sample. Labor force status, family head status, education, income, and residence variables will be subject to statistical analysis. The research should contribute to the understanding of trends currently affecting the labor force composition and participation rates as well as the traditional family structure.

5-222* YOUTH IN THE LABOR MARKET: A CROSS-SECTIONAL ANALYSIS

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA, ILL.

Edward T. Willauer, Jr. Doctoral Candidate

Grant 91-17-74-15
Project still in progress

Descriptors: YOUTH; LABOR FORCE PARTICIPATION; ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR SUPPLY; LABOR DEMAND

This study is examining the determinants of supply, demand, and labor force participation in the youth labor market.

The analysis is using the 1/100 public use samples of basic records from the 1970 census.

5C. SMALL-GRANT RESEARCH PROJECTS

Under this program, established scholars receive funds to conduct four types of projects:

1. Research that explores new fields of inquiry.
2. Research that examines new approaches to existing fields of inquiry.
3. Studies to test the effectiveness or feasibility of research projects or programs.
4. Syntheses of the current "state-of-the-art" in different research areas to provide guides for future programs.

Exploratory or feasibility research may be initiated with small-grant support as ground-work for major studies. Under special circumstances, awards may be made to help support research projects underwritten by other agencies that require additional funds for completion. In contrast to the dissertation grant program, the degree of innovation and the practical program and policy orientation of the proposal are critical in the award of small research project grants.

This section summarizes small-grant research projects which were active or completed in fiscal years 1974 through 1976. (See app. A for application guidelines.)

5-223* ADJUSTING TO EMPLOYMENT TERMINATION

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. Sidney Cobb and Dr. Robert P. Quinn, Survey Research Center

Grant 91-26-72-23
Project still in progress

Descriptors: EMPLOYMENT TERMINATION; ADJUSTMENT; LONGITUDINAL SURVEYS; HEALTH; JOB LOSS; MEN; MICHIGAN

This is the final phase of a longitudinal investigation of the effects of job loss on physical and mental health. Identifying personal and familial variables related to adjustment to job loss is the objective of the research.

Two plants—one located in metropolitan Detroit and the other in a small rural community in southeast Michigan—form a backdrop for the study. The sample consists of 237 married men (including controls), aged 35 to 60 and mostly white, who were displaced from a variety of low-skill, blue-collar jobs when the plants shut down permanently. The subjects were observed at regular intervals over 2 years as they went through stages of anticipation of job loss, plant closing and job termination, unemployment, reemployment, and stable reemployment. Public health nurses visited the men to conduct physical checkups and to gather economic, demographic, social-psychological, and health data.

5-224 An Analysis of the Determinants of Occupational Upgrading

WASHINGTON STATE UNIVERSITY
PULLMAN, WASH.

Dr. Duane E. Leigh, Department of Economics

Grant 91-53-74-23
Project completed fiscal year 1976

Descriptors: UPGRADING; OCCUPATIONAL MOBILITY; NATIONAL LONGITUDINAL SURVEYS; MEN; OCCUPATIONAL STATUS; MIGRATION; AGE DIFFERENCES; LABOR MARKET INFORMATION

This study examines the occupational advancement of individual workers in an attempt to test several contrasting implications of the dual labor market and human capital theories. Because the dual market concept is generally viewed as most applicable to black workers, the tests consist of a comparison of the occupational advancement of black and white males aged 25 to 34, 35 to 44, and 45 to 64, plus 45 to 59.

Two sources of longitudinal micro data were utilized in the empirical analysis. The 1/1000 sample of the 1970 census allowed measurement of occupational mobility between 1965 and 1970, and the National Longitudinal Surveys allowed mobility over the 1966-69 period.

The results of the study indicate that education and postschool investments in vocational training and job tenure have positive effects of roughly similar magnitudes on the upgrading of blacks and whites. Controlling for these personal endowments, the effect on upgrading of mobility between employers is also estimated. In general, interfirm mobility is found to have at least as large an impact on advancement for blacks as for whites, and there is also evidence indicating disproportionate black mobility from those industries in which upgrading prospects are relatively poor. Similarly, there is little evidence of a systematic racial differential in advancement within internal labor markets given the relatively low initial occupational status of blacks.
1976

5-225* Attitudes of Employers in the Chicago Metropolitan Area Toward the Employment of Ex-Offenders

CHICAGO STATE UNIVERSITY
CHICAGO, ILL.

Dr. Edward Tromanhauser, Research Director

Grant 91-17-75-01
Project still in progress

Descriptors: ATTITUDES; DISCRIMINATION; REHABILITATION; CORRECTIONS; EMPLOYER MANPOWER PRACTICES AND POLICIES; HIRING PRACTICES; LAW ENFORCEMENT;; ILLINOIS, CHICAGO

This study will explore the attitudes of Chicago metropolitan area employers toward the employment of ex-offenders. It will also attempt to determine the following: (1) How these attitudes were acquired; (2) whether resistance to employment of ex-offenders is equally distributed among small and large businesses; (3) the rationale for such resistance; (4) the degree to which such resistance is based on past experience in hiring ex-inmates, on concern for company image, or on concerns related to bonding or insurance requirements; and (5) what types of businesses have a history of successfully employing ex-offenders.

The analysis will proceed from a survey of the literature to the preparation of two questionnaires —one short and one long. The short questionnaire will be mailed to a selected sample population of 600 employers and personnel administrators, while the long one will be mailed to another sample of 200. A series of interviews will also be held with employers and personnel administrators already involved in the hiring and placement of ex-offenders.

5-226 Changing Profile of European Manpower Policies

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Grant 91-23-68-27
Project completed fiscal year 1974

Dr. Solomon Barkin
1974

Report Descriptors: INTERNATIONAL MANPOWER; FOREIGN MANPOWER POLICY; EUROPE; MIGRATION; WOMEN; MANPOWER PROJECTIONS

NTIS PB226677/AS

5-227* Community Structure and the Experiences of Shift Workers

UNIVERSITY OF WISCONSIN
MADISON, WISC.

Randall B. Dunham

Grant 91-55-76-70
Project still in progress

Descriptors: SOCIAL RELATIONSHIPS; HEALTH; SOCIAL STRUCTURE

It has been documented that persons who work on shift (nonday) schedules often experience difficulties (for example, of physical health, mental health, social interaction, job satisfaction, or job-related behaviors) more frequently than persons who work day schedules. Since the number of shift workers in the American work force is increasing, these problems are of great importance. The objectives of this research effort are to provide an empirical and theoretical framework for understanding the problems encountered by shift workers as a function of community characteristics, individual background differences, and job characteristics. An attempt is made to determine the boundary conditions under which these problems occur so that their infrequency and severity can be reduced in the future.

5-228* A Comparison Between Workers in Sex-Typical and Atypical Jobs

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Robert P. Quinn

Grant 91-26-76-51
Project still in progress

Descriptors: ALIENATION; JOB ANALYSIS; ROLE CONFLICT

The purpose of this research is to increase the general understanding of sex-atypical workers, that is, individuals who work in occupations in which the opposite sex predominates. It will examine the characteristics of typical and atypical jobs for each sex, the personal characteristics of both men and women in typical and atypical jobs, and the differences in reactions to typical and atypical jobs by the use of measures of physical health, mental health, and job satisfaction. The analysis of work reactions will then be repeated, while control for job and work characteristics is maintained, to determine the effects of working in an occupation dominated numerically by the opposite sex.

Two national surveys—the 1969-70 Survey of Working Conditions and the 1972-73 Quality of Employment Survey—will provide data for statistical analysis.

5-229* A Comparison of Wholistic and Decomposed Judgement Strategies in Job Analyses by Job Incumbents

OHIO STATE UNIVERSITY RESEARCH
FOUNDATION
COLUMBUS, OHIO

Dr. Edwin Cornelius

Grant 91-39-76-61
Project still in progress

Descriptors: JOB ANALYSIS; MOTIVATION; WORK ATTITUDES

This study seeks: (1) To determine whether job incumbents can accurately evaluate the motivational characteristics and worker requirements of their jobs; and (2) to compare "wholistic" and "decomposed" strategies for combining job information when decisions about underlying dimensional aspects of jobs by job incumbents are made. A minimum of 150 job incumbents and their supervisors from 12 different jobs across four different organizations are participating in the study by evaluating their jobs in one of three different job analysis treatment conditions across two separate occasions. The hypothesis is that job incumbents can make valid estimates of important job attributes and that the "decomposed" decision strategy will result in more reliable and valid job-analysis data than the "wholistic" judgment strategy.

5-230 A Conditional Logit Model With Special Reference to Wage Subsidies

STANFORD UNIVERSITY
STANFORD, CALIF.

Grant 91-06-72-28
Project completed fiscal year 1974

Dr. Michael J. Boskin
November 1973

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS; HUMAN CAPITAL; OCCUPATIONAL CHOICE; WAGE SUBSIDIES

NTIS PB227680/AS

5-231* A Cross-Sectional Analysis of Nonfarm Work by Farm Family Members

OKLAHOMA STATE UNIVERSITY RESEARCH
FOUNDATION
STILLWATER, OKLA.

Dr. Walter E. Huffman, Department of Economics

Grant 91-40-74-33
Project still in progress

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Descriptors: NONFARM; FARMWORKERS; MIGRANTS; HOUSEHOLDS; HOUSEHOLD WORKERS; LABOR SUPPLY; WORK SCHEDULES

This study, which stems from the trend toward part-time farming in the United States and the rising importance of nonfarm income, is formulating a household decision model to suggest the variables that determine time allocation between work and consumption (or household activities) and the relative supply of working time between farm and nonfarm work. The study also is seeking to explain cross-sectional variations in the total time spent at farm and nonfarm work and in the relative supply of total working time between farm and nonfarm work in 276 counties in three States.

The researcher has developed a theory of the supply of total and relative working time in the context of a household decision model which expresses the mathematical relationship among the relevant economic variables. Utilizing data from the 1964 Census of Agriculture, he will use multiple regression analysis to estimate equations of the supply of total and relative working time for farm operators and for their wives.

5-232* A CROSS-SECTIONAL ANALYSIS OF NONFARM WORK OF FARM-FAMILY MEMBERS

IOWA STATE UNIVERSITY
AMES, IOWA

Dr. Wallace B. Huffman, Department of Economics

Grant 91-19-75-18
Project still in progress

Descriptors: AGRICULTURAL COMMUNITIES; ELASTICITY OF LABOR SUPPLY; FARMWORKERS; FAMILIES; RURAL AREAS

The project will attempt to develop a household decision model which identifies the economic factors determining: (a) The farm family's allocation of time between work and consumption activities for husband and wife, and (b) the allocation of working time between farm and nonfarm work. It will also seek to explain variations in farm households' total time at work (farm and nonfarm), and in the time allocated to farm and nonfarm employment by husband and wife, respectively.

The household decision model will feature a number of mathematical expressions of the economic relationships governing the use of total and relative working time in farm families. These will be tested, through multiple regression analysis, against cross-sectional county aggregate data covering 276 county units in Iowa, North Carolina, and Oklahoma.

5-233* DEVELOPMENT OF AN INDUSTRIAL RELATIONS INFORMATION SERVICE (IRIS)

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. J. Gormly Miller

Grant 91-34-69-30
Project still in progress

Descriptors: INDUSTRIAL RELATIONS INFORMATION SERVICE; INFORMATION SYSTEMS; INDUSTRIAL RELATIONS

This project, for which major financial support is provided by industrial relations centers at 14 universities, is developing and bringing to a fully operational level a comprehensive information system in industrial relations to serve scholars and professionals in universities, private industry, government, and labor. Liaison is being sought with related information systems, such as the U.S. Office of Education's Educational Resources Information Center, the Smithsonian Science Information Exchange, and the Central Library and Documentation Branch of the International Labour Organisation in Geneva.

The project builds on the findings of a feasibility study partially supported by an earlier Manpower Administration grant. In addition, the present project continues earlier research in techniques of indexing and abstracting services and of packaging and delivering industrial relations information.

5-234* DEVELOPMENT OF WORK INVOLVEMENT THROUGH TASK SUCCESS

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Douglas T. Hall

Grant 91-26-76-18
Project still in progress

Descriptors: ATTAINMENT; JOB PERFORMANCE; CAREER PATTERNS; OCCUPATIONAL STRUCTURE

This study will attempt to identify factors in the work environment that lead to an individual's increased job involvement by exploring the relationship between degree of success percieved by the individual and the subsequent commitment to work. Occupational and individual characteristics of participants in 10 occupations over time will be isolated to find which factors are most influential in increasing job success and motivation.

5-235 A DISAGGREGATE STUDY OF THE EFFECT OF UNEMPLOYMENT RATES ON LABOR SUPPLY

THE OHIO STATE UNIVERSITY RESEARCH FOUNDATION
COLUMBUS, OHIO

Dr. Belton M. Fleisher, Department of Economics

Grant 91-39-74-02
Project completed fiscal year 1976

Descriptors: UNEMPLOYMENT; LABOR FORCE PARTICIPATION; LABOR SUPPLY; NATIONAL LONGITUDINAL SURVEYS

The problem investigated in this research project centers on the relationship between one measure of labor supply, labor force participation, and labor market unemployment. The project focuses on two loosely related hypotheses regarding a contradiction existing in the results of previous research on these relationships. This contradiction is the persistent tendency of the estimated effect of unemployment on labor force participation—and hence estimates of "hidden unemployment"—to be greater when cross section data based on SMSA aggregates are used than when economy-wide time series data are used. The hypotheses put forward to explain this contradiction are: (1) That the cross section estimates are biased as the result of labor force heterogeneity across SMSA's; and (2) that the problem of mutual determination of labor force participation and unemployment is a much more likely cause of spurious correlation between these variables in the cross section than in the time series data.

The first hypothesis is tested using disadisaggregate data from the National Longitudinal Surveys (NLS) for men who were 45 to 59 years old in 1966 and for married women who were 30 to 44 years old in 1967. The second hypothesis tested primarily from the 1970 Census of Population, was analyzed with two stage least squares (2SLS) regression analysis being the primary estimation technique used.

The first hypothesis tested, showed that except for black women, no evidence of a statistically significant, negative relationship between labor force participation and unemployment emerges from analysis of disaggregate NLS data. Ordinary least squares (OLS) regression analysis and probit analysis were the techniques used to analyze the disaggregate data.

The results of the second hypothesis turn out to be quite sensitive to specification of the unemployment and labor force participation equations, but they suggest that aggregate demand is not the principal force determining local labor market unemployment. Hence, considerable doubt is placed on inferences of the amount of hidden unemployment that rely on previous cross section estimates of the labor force participation-unemployment relationship.
1976

5-236* Dual Worker Married Couples

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Graham L. Staines, Research Investigator, Survey Research Center

Grant 91-26-75-28
Project still in progress

Descriptors: CAREER CHOICE; LIFESTYLES; MALE/FEMALE; PROFESSIONALS; WORKER TRAITS

This project will investigate the family relationships of dual worker married couples and the effect of each worker's job on his or her spouse. The following issues are to be explored: (1) Whether the husband's job has more impact on his wife's well-being than her job has on his; (2) how the husband's work experiences compare with the wife's; and (3) how dual career couples compare with couples in which (a) only the husband has a career job and (b) both members work but are not involved in career jobs.

Analyses will be drawn from 250 couples who were interviewed for the 1969-70 Survey of Working Conditions. The effect of the husband's job on his wife's job, as well as her job's effect on his, will be assessed by statistical procedures that also take into account the effect of the wife's job on her own well-being. These analyses should indicate whose job has more impact.

5-237* Early Career Contigencies in the Process of Status Attainment

DUKE UNIVERSITY
DURHAM, N.C.

Dr. Alan C. Kerckhoff

Grant 91-37-76-25
Project still in progress

Descriptors: EDUCATIONAL ATTAINMENT; CAREER PATTERNS; NATIONAL LONGITUDINAL SURVEYS

This project will explore the status of American men aged 14 to 24 through use of the National Longitudinal Survey of labor market experiences oriented toward determining the significance of early marriage and parenthood and the patterns of intermittent educational experience as they relate to status attainment. Analysis will seek to discover if early marriage and parenthood exert a depressant affect on educational attainment, particularly on status attainment.

5-238* Earnings, Occupational Choice, and the Early Years of Family Formation, White and Black Women: A Study from the NLS

UNIVERSITY OF HOUSTON
HOUSTON, TEXAS

Dr. Paul R. Gregory

Grant 91-48-76-47
Project still in progress

Descriptors: EARNINGS; FAMILIES; WOMEN; OCCUPATIONAL CHOICE; NATIONAL LONGITUDINAL SURVEY

This study is investigating the impact of marriage and fertility behavior (family size and child spacing) of younger women (aged 14 to 28) on their choice of occupation, educational training, and labor force participation. It seeks to provide a link between population and manpower policy as applied to young families embarking

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

on the process of family formation and career development.

Behavior models of occupational choice, relating the respondent's choice of her first occupation to a series of explanatory factors (for example, education, IQ, socioeconomic background of family, aspirations, etc.) are being developed with the using of data obtained from the National Longitudinal Survey samples.

5-239 An Economic Analysis of Municipal Government Employment and Wages

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Grant 91-25-73-09
Project completed fiscal year 1974

Dr. Ronald G. Ehrenberg
November 1973

Report Descriptors: STATE AND LOCAL GOVERNMENTS; PUBLIC EMPLOYMENT PROGRAMS; UNIONIZATION; WAGE STRUCTURE; ECONOMIC ANALYSIS AND ECONOMETRICS; STANDARD METROPOLITAN STATISTICAL AREA (SMSA)

NTIS PB225073/AS

5-240 The Effectiveness of Mailed Applicant/Opening Matches as a Placement Device and as Labor Market Information

PURDUE RESEARCH FOUNDATION
LAFAYETTE, IND.

Grant 91-18-72-19
Project completed fiscal year 1974

Dr. Joseph C. Ullman and Dr. Thomas G. Gutteridge
1974

Report Descriptors: ENGINEERS; SCIENTISTS; WORKER/JOB MATCHING; LABOR MARKET INFORMATION; EMPLOYER SERVICES; SERVICES TO WORKERS; JOB PLACEMENT

NTIS

5-241 Effects of Background, Personality, College, and Postcollege Experience on Women's Postgraduate Employment

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

Grant 91-34-71-02
Project completed fiscal year 1974

Dr. Sandra S. Tangri
1974

Report Descriptors: COLLEGE GRADUATES; CAREER GOALS; YOUNG WOMEN; ROLE MODELS; CAREER PATTERNS; FAMILIES; LABOR MARKET BEHAVIOR

NTIS

5-242* Employee Responses to Work-Unit Structure and Task Design

UNIVERSITY OF WISCONSIN
MADISON, WISC.

Andre L. Delbecq

Grant 91-55-76-67
Project still in progress

Descriptors: WORK ATTITUDES; MOTIVATION; JOB SATISFACTION; ORGANIZATIONAL ENVIRONMENT; JOB ANALYSIS

Two diverse approaches, task design and organization structure, to organizational inquiry have focused on employee work-related behavior, motivation and affective states. Researchers in these areas have been examining many of the same dependent variables (employee performance, absenteeism, turnover, satisfaction, and motivation) while seemingly ignoring the conceptual and operational efforts of one another. Integration of their work should provide a stimulus for new direction in research activities. The proposed investigation attempts to integrate these diverse models conceptually and empirically by suggesting that task design intervenes the organizational design-employee response relationship. Thus task design is said to account for the variance in employee behavior motivation and attitudes normally attributed to organizational context, structure, and overall organizational climate.

The home office of a large insurance company is participating in the investigation. Data will be drawn from 19 work units in a horizontal and vertical section of the organization hierarchy. These work units were strategically selected to provide variability on the work-unit dimensions included in the investigation.

5-243* Employment and Income Consequences of Alternative Development Strategies: Extension of the Puerto Rico Simulation Model

YALE UNIVERSITY
NEW HAVEN, CONN.

Dr. Richard Weisskoff, Department of Economics

Grant 91-09-74-31
Project still in progress

Descriptors: EMPLOYMENT OPPORTUNITIES; INCOME; EARNINGS; ECONOMIC DEVELOPMENT; PUERTO RICANS; MIGRATION; SIMULATION; FOREIGN TRADE AND INVESTMENTS; UNEMPLOYMENT; INPUT-OUTPUT MODELS; FARMWORKERS

This project is extending an existing multisector model of Puerto Rico to cover the development from 1970 census data of a manpower matrix of the sector composition of employment by skill and earnings categories and of families by skill, earnings, and sector of employment. With this extension, alternative economic development strategies (such as export expansion, promotion of import substitution industries, and agrarian subsidies) will be tested to discern their employment implications.

The existing model was calibrated with three bodies of information: (1) Input-output matrices for 1948 and 1963; (2) family budget studies for 2,500 families for 1963; and (3) manpower matrices from the 1950 and 1960 censuses.

Analysis of the 1/1,000 sample of the 1970 census will provide two improvements: A new manpower matrix will connect the revised sectoral flows to individual earnings and skill requirements for 43 sectors; and data on family structure will permit translation of sectoral expansions and contractions into income and expenditures for families of differing social strata.

5-244* Employment and Income Consequence of Alternative Development Strategies

IOWA STATE UNIVERSITY
AMES, IOWA

Dr. Richard Weisskoff, Department of Economics

Grant 91-19-75-26 (formerly Grant 91-09-74-31)
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; ECONOMIC FORECASTING; ECONOMIC GROWTH; INCOME; MANPOWER NEEDS; MIGRATION; UNEMPLOYMENT; PUERTO RICO

This project is designed to test the sensitivity of employment by skill, sex, and educational level and to propose alternative development strategies in Puerto Rico. The study centers on two questions: (1) What are the effects of further expanding exports of capital-intensive sectors, of offering agrarian subsidies, and of promoting import-substitution industries by means of "protective" excise duties? (2) How have productivity gains and the decline of agriculture undercut efforts to provide employment opportunities and resulted in outmigration and high unemployment rates?

The research is based upon a multisectoral simulation model using data from the 1970 census in setting up model matrices. Puerto Rican manpower policies will be analyzed by the model for use in forecasting the effect of industrialization and outmigration.

5-245 The Effects of Adjustment Assistance on Trade-Displaced Workers: A Case Study

MONTANA STATE UNIVERSITY
BOZEMAN, MONT.

Dr. Malcolm D. Bale and Diane P. Miller, Department of Economics

Grant 91-30-74-26
Project completed fiscal year 1976

Descriptors: PLANT SHUTDOWN; TRADE ADJUSTMENT ASSISTANCE; TRADE EXPANSION ACT; DURATION OF UNEMPLOYMENT; FRICTIONAL UNEMPLOYMENT

The objective of this research is to evaluate the effects of the various adjustment benefits given under the Trade Expansion Act of 1962 on the employment, income, and duration of frictional unemployment of displaced-worker recipients compared to an appropriate control group. A sample survey was conducted on displaced shoe workers from Woonsocket, R.I., and from Brunswick, Maine, and the data on various socioeconomic variables plus trade adjustment assistance experience were analyzed by ordinary least squares (OLS) regression techniques. The results indicate that workers who received adjustment assistance benefits promptly upon layoff take longer to find a job than do workers who received their trade allowance late, but that the job they find is a higher paying one. This apparently is a result of a more thorough job-search by the workers made possible by the security of their income maintenance under the program.
1976

5-246 Experiment in the Streets: The Chicago Youth Development Project

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Grant 91-24-68-41
Project completed fiscal year 1975

Dr. Martin Gold and Hans W. Mattick
March 1974

Report Descriptors: EFFECTIVENESS OF PROGRAMS; GHETTO RESIDENTS; DROPOUTS; EDUCATION; URBAN PROBLEMS; YOUTH; ILLINOIS, CHICAGO

NTIS PB236226/AS

5-247 Exploratory Empirical Research on the Pathology of Secondary Labor Markets

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Grant 91-05-70-37
Project completed fiscal year 1974

WHY IS THE UNEMPLOYMENT RATE SO HIGH AT FULL EMPLOYMENT?

Dr. Robert E. Hall
1974

Report Descriptors: FRICTIONAL UNEMPLOYMENT; DURATION OF UNEMPLOYMENT; LABOR DEMAND; MANPOWER NEEDS; DUAL LABOR MARKETS
Available in *Brookings Papers on Economic Activity* No.3, 1970, pp. 411-41.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

PROSPECTS FOR SHIFTING THE PHILLIPS CURVE THROUGH MANPOWER POLICY

Dr. Robert E. Hall

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; JOB MATCHING; RETRAINING; EMPLOYMENT OPPORTUNITIES; DUAL LABOR MARKETS; MANPOWER POLICY

NTIS PB236532/AS

5-248* FACTORS INFLUENCING ROLE-INNOVATIVE CAREER STRIVING IN BLACK AND WHITE WOMEN

HOWARD UNIVERSITY
WASHINGTON, D.C.

Dr. Martha T. Mednick

Grant 91-11-76-48
Project still in progress

Descriptors: OCCUPATIONAL CHOICE; CAREER ASPIRATIONS; CAREER CHOICE; WOMEN

The object of this study is the comparison of the effects of a set of cognitive and motivational factors on career strivings in black and white college women. A sample of college junior and senior women is being selected on the basis of their aspirations to traditional, moderately innovative, or innovative careers. They will be given a questionnaire containing measures of sex role, self-concept, approach and avoidance achievement motives, levels of expectancy for success, and casual contributions about success and failure.

5-249 THE FINANCIAL RESOURCES OF RELEASED PRISONERS

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Grant 91-11-71-32
Project completed fiscal year 1974

Dr. Kenneth J. Lenihan
1974

Report Descriptors: CORRECTIONS; STATE AND LOCAL GOVERNMENTS; INCOME

NTIS PB237471/AS

5-250* IMPACT OF LANGUAGE SHIFT ON OCCUPATIONAL ACHIEVEMENT

UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

John Angle

Grant 91-26-76-30
Project still in progress

Descriptors: ASSIMILATION; CAREER PATTERNS; OCCUPATIONAL STATUS

This project will explore the effect of language shift from non-English to English on occupational attainment for individuals. The specific objectives are to find out: (1) If speaking a non-English language at home retards the occupational achievement of those individuals; (2) whether certain non-English speaking groups achieve higher levels of attainment than others; (3) if there is a certain age group that is most likely to change and if it is successful in attaining these goals; and (4) if speaking non-English at home impedes children's literacy in English. multivariable analysis on individual level data from the 1969 Current Population Survey should provide the necessary answers.

5-251* THE IMPACT OF RECENT LEGISLATIVE AND ADMINISTRATIVE CHANGES ON WORKERS' COMPENSATION IN TEXAS

NORTH TEXAS STATE UNIVERSITY
DENTON, TEX.

Dr. Sam B. Barton, Department of Economics

Grant 91-48-72-10
Project still in progress

Descriptors: WORKERS' COMPENSATION LAWS; OCCUPATIONAL SAFETY AND HEALTH; TEXAS

This project appraises the operation of the Texas workers' compensation system in light of changes in the authorizing law and in the personnel and administrative procedures of the Industrial Accident Board.

In the researcher's earlier study of the system, performance indexes were developed from a sample of 5,000 cases processed from September 1966 to August 1967. These indexes were based on such injury claims data as industry, occupation, description of accident, medical report, nature of injury, extent of disability, hospitalization, wages and benefits, type of settlement, issues in dispute, disposition of case, and time lapse between the stages of claim processing.

This information is being compared with corresponding data for a random sample of 1,000 cases currently on file with the Industrial Accident Board. In addition, opinions about the nature, extent, and effects of administrative change brought about by the legislative revisions and new board personnel are being solicited through interviews with and questionnaires mailed to insurance company representatives, injured workers, doctors, hospital personnel, lawyers, judges, and union officials.

5-252* THE IMPACT OF THE WORK INCENTIVE PROGRAM IN LOCAL LABOR MARKETS

BOSTON UNIVERSITY
BOSTON, MASS.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

Dr. Peter Doeringer

Grant 91-25-76-52
Project still in progress

Descriptors: WORK INCENTIVE PROGRAM (WIN); TRAINING EFFECTIVENESS AND IMPACT; ELASTICITY OF LABOR DEMAND; LABOR DEMAND

This study, assessing how people's work experiences are affected by participation in the Work Incentive Program (WIN), is divided into two sections. The first is a statistical assessment of the impact of the WIN Program in local labor markets, focusing on the following issues: (1) The nature of WIN participants' work histories; (2) the impact of WIN on labor market experience, particularly on wages, hours worked, job tenure, and quality of jobs; (3) the determinants of post-WIN job retention and turnover. The second section is a case study of the operation of the WIN/JOBS Optional Program, a program designed to provide on-the-job training (OJT) to WIN participants.

A central hypothesis tested in this research is that the characteristics of particular jobs that WIN graduates enter are important in understanding the effectiveness of the program. Two different labor markets in Massachusetts were selected as sample areas in which to study the WIN program: Worcester, a relatively stable and prosperous area, and New Bedford, an area that has been economically depressed for the last 25 years.

5-253 Influence of Psychological Attributes, Employment Search Patterns, Vocational Choice, and Demographic Characteristics on Earnings of Workers Terminated in a Plant Closure

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 91-55-73-04
Project completed fiscal year 1974

TRAINING, TRANSFER, AND THE INFLUENCE OF JOB SEARCH PROCEDURES, PSYCHOLOGICAL ATTRIBUTES, AND PERSONAL CHARACTERISTICS ON EARNINGS OF WORKERS AFFECTED BY A PLANT CLOSURE

Dr. James L. Stern
April 1974

Report Descriptors: ADJUSTMENT; RETRAINING; WORK ATTITUDES; OCCUPATIONAL CHOICE; EARNINGS; PLANT SHUTDOWN; LABOR FORCE PARTICIPATION; JOB PLACEMENT; PREDICTION OF SUCCESS IN PROGRAMS; ATTITUDES

NTIS PB231553/AS

5-254* Interaction Effects of Personality, Job Training, and Labor Market Conditions on Personal Employment and Income

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Kent H. Marquis, Survey Research Center

Grant 91-26-72-12
Project still in progress

Descriptors: INCOME; WORK ATTITUDES; MOTIVATION; ASPIRATIONS; TRAINING EFFECTIVENESS AND IMPACT; LABOR MARKET BEHAVIOR

This project builds on earlier research which indicates that strongly motivated people with high expectations fare worse economically after training than those whose motivations and expectations are low. Its objectives are to test more fully traditional and new hypotheses about the interaction of personality and training and labor market conditions; to refine and validate new personality assessment devices pertaining to job market success; and to examine change and stability in expectations for success as a function of other personality variables, training, labor market conditions, and prior levels of expectancy.

The researcher is interviewing three groups: (1) Ninety subjects, interviewed for the original study, to obtain current job histories and further measures of motivation and expectations; (2) a new sample of 100 men, to be interviewed and tested as they enter training, at intervals during training and upon completion or termination of training; and (3) a control group of 50 men, matched by demographic characteristics, employment backgrounds, and skill levels with the 100 new trainees.

5-255* An Investigation of Collective Bargaining in Secondary Labor Markets in the South

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY
GREENSBORO, N.C.

Dr. Maurice B. Better

Grant 91-37-76-35
Project still in progress

Descriptors: COLLECTIVE BARGAINING; DUAL LABOR MARKETS; SOUTHERN U.S.

This project continues a study of union recruiting and collective bargaining activities among low-wage, secondary labor force workers in six southeastern States. The study is examining and evaluating the success of union recruiting efforts, the positive and negative factors influencing union growth, and the extent to which unions and collective bargaining can be used to achieve structural transformation of employment conditions in the secondary sector.

Case studies constitute the principal research method. Information about individual unions is being collected through interviews with union officials and staff and by

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

examination of union files, agreements, and other pertinent materials. Documents available from the Southeastern Labor Archives are also being examined. The information collected will be analyzed in terms of a number of factors believed important to an explanation of union recruiting and collective bargaining behavior.

5-256 An Investigation of the Stability of Hours of Work per Week in Manufacturing, 1947-1970

UNIVERSITY OF GEORGIA
ATHENS, GA.

Grant 91-13-72-36
Project completed fiscal year 1974

Dr. Ethel B. Jones
1974

Report Descriptors: EMPLOYMENT PATTERNS; WAGES; WORK SCHEDULES; TURNOVER; MANUFACTURING

NTIS

5-257 Job and Gender: Sex and Occupational Prestige

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Grant 91-24-72-44
Project completed fiscal year 1974

Dr. Peter H. Rossi and Christine E. Bose
October 1973

Report Descriptors: MALE/FEMALE; STATUS; WOMEN'S OCCUPATIONS; SEX DIFFERENCES; OCCUPATIONAL STATUS; OCCUPATIONAL CLASSIFICATION

NTIS PB224790/AS

5-258* Labor Mobility and Income Change

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. George E. Delehanty, Department of Economics

Grant 91-15-70-12
Project still in progress

Descriptors: LABOR MOBILITY; INCOME DIFFERENTIALS; GEOGRAPHIC MOBILITY; INDUSTRIAL MOBILITY; INTERFIRM MOBILITY

This study is analyzing the relationship between geographic, industrial, and employer mobility and income for workers grouped by age, race, and sex. Using data on work and earnings in a 1-percent, employer-employee subsample of Social Security Administration records for 1959-63, the study is attempting to find out by how much, for whom, and through what processes income change is related to labor mobility.

5-259 Labor Turnover, Racial Unemployment Differentials, and the Dual Labor Market Hypothesis

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Grant 91-17-72-32
Project completed fiscal year 1974

Dr. Robert J. Flanagan
1974

Report Descriptors: TURNOVER; BLACK/WHITE; RACIAL DISCRIMINATION; UNEMPLOYMENT; DUAL LABOR MARKETS; NATIONAL LONGITUDINAL SURVEYS; ECONOMIC ANALYSIS AND ECONOMETRICS

NTIS PB332215/AS

5-260 Manpower Policy and Programs: Tools for Economic Policy—A Planning Project

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Grant 91-23-69-20
Project completed fiscal year 1974

Dr. Solomon Barkin
January 1974

Report Descriptors: ECONOMIC POLICY; MANPOWER PROJECTIONS; MANPOWER UTILIZATION; PRODUCTIVITY; ECONOMIC FORCASTING; EMPLOYMENT POLICY; INSTRUCTIONAL MATERIALS

NTIS PB227678/AS

5-261* Midlife Career Change: Patterns of Coping Response to Transitions in Employment

UNIVERSITY OF MASSACHUSETTS AT BOSTON
BOSTON, MASS.

Dr. Samuel Osherson, Department of Psychology

Grant 91-25-75-41
Project still in progress

Descriptors: ADJUSTMENT; LIFESTYLES; MIDDLE-AGED WORKERS; OCCUPATIONAL MOBILITY; EMPLOYMENT PATTERNS

The object of this research is to provide insight into the process of midlife career change. A variety of adjustments are made by the individual in a job transition, and these adjustments can be potentially stressful events. Coping response theory will be combined with an ego functioning model to produce a model with 12 ego functions. Using this model, the researcher hopes to: (1) Determine the motivations underlying the decision to change careers at midlife; (2) understand sources of

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

stress and difficulty in the process of midlife career change; and (3) assess adaptive and maladaptive patterns of coping response to this stress.

A clinical interview procedure will be used to obtain detailed life history information on individuals 40 to 60 years old who have changed careers. A content analysis will assess the level of ego functioning, both at the time of career change and at present.

5-262 MOTIVATIONAL AND PERSONALITY FACTORS RELATED TO CAREER GOALS OF BLACK COLLEGE WOMEN

HOWARD UNIVERSITY
WASHINGTON, D.C.

Grant 91-09-70-36
Project completed fiscal year 1974

Dr. Martha T. Mednick
March 1973

Report Descriptors: STUDENTS; YOUNG WOMEN; BLACKS; MOTIVATION; CAREER GOALS; OCCUPATIONAL CHOICE; ASPIRATIONS; ROLE MODELS

NTIS PB218969/AS

5-263 NURSING SALARIES: DEMOGRAPHIC AND JOB RELATED DETERMINANTS

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Dr. Nancy M. Gordon, Department of Economics, and Dr. Thomas E. Morton, Graduate School of Industrial Administration

Grant 91-42-74-34
Project completed fiscal year 1976

Descriptors: NURSES; HEALTH MANPOWER; HOSPITALS; WAGE STRUCTURE; OCCUPATIONAL STRUCTURE; UPGRADING; ECONOMIC ANALYSIS AND ECONOMETRICS; JOB PERFORMANCE

The study estimates the salary structure for individual nurses at a large urban hospital over a 5-year period, using regression analysis. The following conclusions emerge: Blacks earn less than whites, married nurses less than single nurses, and salaries peak with age. There are large differences by job classification. Experience and additional education are positively related to salary, while job performance variables show little relationship to salary. Further study on the latter result is indicated.
1976

5-264 OCCUPATIONAL CHOICE AND ITS DETERMINANTS AMONG TOTALLY BLIND INDIVIDUALS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Grant 91-34-67-58
Project completed fiscal year 1975

Dr. Herbert H. Hyman
1974

Report Descriptors: ASPIRATIONS; CAREER CHOICE; HANDICAPPED; BLACKS

5-265* OFF-FARM LABOR SUPPLY AND EARNINGS OF FARM FAMILIES

UNIVERSITY OF CHICAGO
CHICAGO, ILL.

D. Gale Johnson

Grant 91-17-76-65
Project still in progress

Descriptors: LABOR MARKET BEHAVIOR; RURAL AREAS; AGRICULTURAL COMMUNITIES

Among the most impressive changes that have occurred in U.S. agriculture in the last quarter century have been: (1) The great increase in the amount of time farmers have allocated to off-farm employment and (2) the associated increase in earnings from the off-farm work of all farm family members. The dissertation investigates how farm family members in the United States allocate their time. By concentrating on multiple earnings sources, that is, the allocation of time to both farming and nonfarm employment, it will analyze the extent to which farm family members choose to engage in multiple-income-generating occupations.

The hypotheses of this study will be framed as statistical questions on the significance of specific explanatory variables in accounting for the allocation of time to multiple family occupations. The study will list and test those variables for which information is now available. It will develop the appropriate conceptual and econometric framework to apply to factors that may not yet be measurable.

5-266* ORGANIZATIONAL STRATEGIES FOR PRESERVING JOBS AND STRENGTHENING LOCAL ECONOMICS

CORNELL UNIVERSITY
ITHACA, N.Y.

William F. Whyte

Grant 91-36-76-39
Project still in progress

Descriptors: ORGANIZATIONAL STRUCTURE; LABOR MARKET; ORGANIZATIONAL ENVIRONMENT

The aim of the project is to examine the organizational aspects of ownership and control of business firms that appear to be most effective in preserving jobs and strengthening local economics. The research is concerned with three or more actual cases in which plant shutdowns were averted through a shift from outside cor-

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

porate ownership to local and/or employee ownership. In each case, the firms had previously been acquired by large corporations and suffered sufficient losses under the new management to threaten closure. the study is attempting to determine the conditions necessary for carrying out such shifts in ownership so that, if it appears feasible, local, State, and/or national programs may be devised to provide the financial support and technical assistance needed to effect these changes.

The general design of the project is to trace the recent history of each firm, with special emphasis upon developments leading up to the shift in ownership, and then to identify the problems and processes of building an effective organization under the new form of ownership.

5-267* THE PERSONALITY AND ATTITUDINAL CHARACTERISTICS OF CAREER AND HOMEMAKING ORIENTED WOMEN

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Dr. Robert A. Mendelsohn, Department of Psychology

Grant 91-24-68-29
Project still in progress

Descriptors: ATTITUDES; MALE/FEMALE; CAREER PATTERNS; WOMEN; ATTAINMENT; ROLE MODELS; WORK ATTITUDES; ROLE CONFLICT

This investigation of personality characteristics, conceptions of masculine and feminine roles, and bases of self-esteem is an attempt to explain why so few of the women who work have jobs commensurate with their capabilities.

A sample of 1,500 women and 500 men who graduated from Wayne State University are being given a personality test and asked to answer a questionnaire concerning their marital status and work experience. The analysis is attempting to establish differences between those women who are actively engaged in careers and those who are predominantly or exclusively homemakers and between these two groups and the men.

5-268* A PILOT STUDY OF PERCEIVED OCCUPATIONAL SIMILARITIES

THE UNIVERSITY OF ILLINOIS AT URBANA-CHAMPAIGN
URBANA, ILL.

Dr. Reeve Vanneman, Department of Sociology

Grant 91-17-74-29
Project still in progress

Descriptors: OCCUPATIONAL STRUCTURE; OCCUPATIONAL INFORMATION; LABOR MARKET INFORMATION; OCCUPATIONAL CLASSIFICATION; MANPOWER PROJECTIONS; OCCUPATIONAL STATUS; ILLINOIS

The project is investigating how people in the labor force perceive occupational differences; exploring a new method for determining what frames of reference people use in spontaneously judging occupations; and pinpointing individual background characteristics that influence the importance assigned to such dimensions of occupational differences as prestige, manufacturing vs. service sectors, and autonomous vs. bureaucratic work settings.

A random sample of adults in metropolitan Illinois areas is being asked to choose from three occupations the two that seem most similar. Based on responses to a battery of such questions, the researcher will score the degree of similarity between each pair of occupations and apply multidimensional scaling and hierarchical clustering analysis to these scores to develop simplified, cognitive maps of the occupational structure.

5-269* A PILOT STUDY OF RESPONSE TO JOB OFFERS AS AN INDEX OF LABOR MARKET CONDITIONS

STANFORD UNIVERSITY
STANFORD, CALIF.

Dr. Melvin W. Reder, Institute of Public Policy Analysis

Grant 91-05-70-44
Project still in progress

Descriptors: PILOT STUDY; JOB SEARCH; JOB APPLICANTS; CALIFORNIA, SAN FRANCISCO BAY AREA

This study is investigating the possibility of expanding the base for calculating unemployment rates to include a measure of intensity of job-search activity. It is developing and experimenting with instruments to measure: (1) The intensity with which unemployed persons search for jobs and (2) the success of individuals in locating employment relative to the intensity of their jobseeking.

The researcher is selecting samples of applicants at private firms and various types of placement agencies in the San Francisco Bay area; stratifying them by such characteristics as age, sex, and occupational category; and tabulating individual reactions to valid job vacancies reported to them by the researchers. A scale for classifying individuals by the degree of intensity with which they search for jobs is being constructed. Data are being collected in followup interviews from the sample groups for an assessment of subsequent job success relative to individual characteristics and intensity of job search.

5-270* PSYCHOLOGICAL INFLUENCES ON WHITE-COLLAR PAY

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Dr. Einar Hardin, Professor of Labor and Industrial Relations

Grant 91-26-75-27
Project still in progress

Descriptors: ATTITUDES; DATA SOURCES AND USE; HUMAN CAPITAL; INCOME; LABOR MARKET; WHITE-COLLAR OCCUPATIONS

This study is designed to identify psychological variables that influence the pay of individuals. Four tasks to be undertaken are: (1) Estimates of the direction and average magnitude of pay effects on each of the variables; (2) analysis of the influence of sex on the effects of the psychological variables; (3) study of variation in the effects across labor markets; and (4) calculations of the social and private economic benefits of potential change in the psychological characteristics of employees.

A questionnaire will be distributed to employees at all occupational levels across the white-collar labor market. Questions will cover attitudes, education, work experience, and demographic characteristics. Data records from companies will be sought and regression analysis will be utilized in determining coefficients of the human capital model of pay.

5-271 Public Assistance and Manpower Policy: U.S. Implications of the British Experience

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Grant 91-36-73-01
Project completed fiscal year 1975

Dr. Bruno Stein
May 1974

NTIS PB236175/AS

5-272* Quality of Employment and Self-Investment in Work

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Dr. William A. Faunce, Department of Sociology

Grant 91-26-74-24
Project still in progress

Descriptors: RETURNS ON EDUCATIONAL INVESTMENT; HUMAN CAPITAL; EDUCATION EFFECT ON CAREER PATTERNS; MEANING OF WORK; QUALITY OF EMPLOYMENT

This project considers how self-investment in the job acts as a determinant of work behavior and attitudes. It seeks to increase understanding of the factors that produce self-investment in work and the consequences for employment behavior of variation in level of self-investment.

The researcher is gathering information from a variety of published sources.

5-273 Recent Second Career Patterns of Military Retirees

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Grant 91-09-69-31
Project completed fiscal year 1974

Dr. Albert D. Biderman
June 1973

Report Descriptors: TRANSFERABILITY OF SKILLS; ARMED FORCES; ADJUSTMENT; CAREER PATTERNS; RETIREMENT; OCCUPATIONAL MOBILITY; SECOND CAREERS

NTIS

5-274* The Relationship Between Unemployment and Commuting Within Geographical Areas

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Dr. Louis H. Stern, Department of Economics and Finance

Grant 91-46-68-48
Project still in progress

Descriptors: COMMUTING; STANDARD METROPOLITAN STATISTICAL AREA (SMSA); LABOR MARKET AREAS; UNEMPLOYED

This pilot study is considering whether 15 regions delineated as standard metropolitan statistical areas (SMSA's) are actually adequate for labor market analyses.

Using 1960 census data, the study seeks to determine whether an SMSA's unemployment rate is an appropriate economic indicator for any of its geographic subdivisions. It is testing the hypothesis that commuting to jobs within the area generally equalizes unemployment rates among the subdivision residents who are in the labor force, allowing for differences in occupation, sex, and racial or ethnic group.

5-275* The Relationship Between Regional and Overall Employment

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. Frank Brechling, Department of Economics

Grant 91-15-70-07
Project still in progress

Descriptors: WAGES; BUSINESS CYCLE; UNEMPLOYMENT/INFLATION TRADEOFF; EMPLOYMENT OPPORTUNITIES

This study examines State and local variations in cyclical and secular fluctuations in unemployment, especially in response to overall changes in economic activity and their relationship to aggregate wage behavior.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

The analysis is based primarily on published data on employment and unemployment for 49 States and 150 labor market areas.

5-276 Relationship Between Fertility and Labor Participation of Married White and Black Women

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Dr. Paul R. Gregory and R. William Thomas, Department of Economics

Grant 91-48-74-44
Project completed fiscal year 1976

Descriptors: FERTILITY; POPULATION; LABOR FORCE PARTICIPATION; LABOR SUPPLY; BLACK/WHITE; WOMEN; NATIONAL LONGITUDINAL SURVEYS; MODELS; EMPLOYMENT OPPORTUNITIES

In this paper, the mechanism by which children impose an income loss on the family is examined. The paper should be regarded as serving as a progress report on ongoing research, for the author's investigation of the labor intensity of working wives is incomplete. The most important findings to this point relate to the explanation of the labor force participation decision.

It was found that the presence of children appears to have the strongest impact on participation. Having a child under 3 in the home reduces the probability of working by 38 percent, while a 3- to 5-year old reduces it by 29 percent. The greatest impact, however, is exerted by the presence of an infant in the home, which reduces the probability of working by 61 percent. These differential effects of children by age suggest that opportunities for preschool care have a marked impact on female labor force participation.

The comparisons of the labor force participation behavior of black and white married women suggest that the impact of children are similar for white and black families. On the other hand, the impacts of wage rates and husband's income are quite different. The wage rate appears to exert no significant impact on black participation but strongly affects white participation. The husband's income results suggest that black women, far more than white women, work in response to a perceived inadequacy of family income.
1976

5-277 Short-Run Employment Fluctuations in Public Utilities

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Grant 91-06-72-45
Project completed fiscal year 1974

Dr. David J. Smyth
February 1974

Report Descriptors: PUBLIC UTILITIES; ECONOMIC ANALYSIS AND ECONOMETRICS; ECONOMIC FORECASTING; PRODUCTIVITY; EMPLOYMENT OPPORTUNITIES

NTIS PB228259/AS

5-278 Social Network Effects on Employment

THE UNIVERSITY OF WISCONSIN
MILWAUKEE, WIS.

Grant 91-55-72-27
Project completed fiscal year 1974

Dr. Alvin W. Wolfe with the assistance of Linda Dean
April 1974

Report Descriptors: EMPLOYMENT PATTERNS; JOB SATISFACTION; STATUS; JOB SEARCH; SOCIAL RELATIONSHIPS

NTIS PB231900/AS

5-279* The Staff Salary Structure of a Large Urban University With Special References to Sex Discrimination

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Dr. Nancy M. Gordon, Department of Economics, and Dr. Thomas E. Morton, Department of Industrial Administration

Grant 91-42-73-32
Project still in progress

Descriptors: URBAN AREAS; SEX DISCRIMINATION; WAGE DIFFERENTIALS; MALE/FEMALE; WAGE STRUCTURE; UNIVERSITIES AND COLLEGES; ECONOMIC ANALYSIS AND ECONOMETRICS

This study is attempting to: (1) Develop a general model of the salary structure of nonfaculty university staff employees; (2) produce a job classification aggregation scheme; (3) fit the model econometrically for the staff of a specific university; and (4) use the model to estimate the extent of sex-related wage differentials.

The study is using data on all full-time employees of a large urban university, controlling for age, marital status, years at the university, education, job classification, and department. The relationship between salary and the explanatory variables is being investigated for men and women separately, as well as for all employees together.

5-280 Intercity Variation in Labor Force Participation Rates of Married Women, 1970—An Examination of Various Models

ST. OLAF COLLEGE
NORTHFIELD, MINN.

Dr. Frank W. Gery, Department of Economics

Grant 91-27-74-35
Project completed fiscal year 1976

Descriptors: EARNINGS; WAGES; SEX DIFFERENCES; INCOME DIFFERENTIALS; COSTS; LABOR FORCE PARTICIPATION; LABOR SUPPLY; CONSUMPTION; WOMEN; FAMILIES

This study attempts to explain intercity variation in the labor force participation rates (LFPR) of married women, in general and subclassified by age and presence of children for 1970. Three factors provided the researcher's rationale: (1) Earlier studies—Long (1968), Cain (1966), Bowen and Finegan (1969)—were based on data from the 1969 census and earlier. This researcher replicated the Bowen and Finegan study using 1970 census data in order to test the continuing validity of the conclusions derived therefrom. (2) Recent research on the theory of labor supply of women has opened up several avenues for empirical research. Among these are models of family utility maximization, valuation and allocation of a housewife's time, and the role of reservation wages and relative earnings as determinants of labor force participation. This researcher constructed and tested several models incorporating some of these contributions. (3) Previous research has generally ignored the role of income adequacy and income aspirations as LFPR determinants. This researcher experimented with several specifications of adequacy and aspiration variables which may be included in a theory of labor supply of married women.

Based on the foregoing analysis of the evidence, it is concluded that the joint hypothesis of income aspiration and income adequacy having an influence on intercity variance in LFPR of married women has not been disconfirmed by the 34 "budget" city sample. Although only slightly superior in performance to the more gross measures of income, the results for the budget adjusted proxies for income aspiration and income adequacy may justify the effort.
1976

5-281* THE SUPPLY OF PROFESSIONAL AND NONPROFESSIONAL NURSES

UNIVERSITY OF DELAWARE
NEWARK, DELAWARE

Charles R. Link

Grant 91-10-76-68
Project still in progress

Descriptors: NURSES; HEALTH MANPOWER; LABOR SUPPLY

In recent years, health professionals have complained of shortages of registered nurses. Whether these are economic or "need" shortages is still being debated. It is clear that if policymakers and planners in the health-care industry are going to obtain the necessary numbers of professional and nonprofessional nurses and in adequate geographic distribution they must understand the factors causing nurses to offer their services. What are the determinants of the supply of nurses? The important factors are economic — both monetary and nonpecuniary — and noneconomic. The objectives of the research are to provide insights into the empirical significance, in the context of a multivariate model of the nurse labor market, of numerous demographic, socioeconomic and environmental characteristics. The proposed research includes estimates of the influence of nurse labor-market-structure (an environmental characteristic) on labor supply and the wage conditions of nurse employment.

The research will provide estimates of labor supply parameters and how they may have changed over time. Since licensed practical nurses do many of the same jobs as registered nurses, policymakers must also understand the supply function for licensed practical nurses. Labor supply models will be separately estimated for each nurse classification to ascertain the similarities in, and differences between, the two labor markets.

5-282* THE UNEMPLOYED AND THE FOOD STAMP PROGRAM

PORTLAND STATE UNIVERSITY
PORTLAND, ORE.

Dr. Judith A. Barmack

Grant 91-41-76-49
Project still in progress

Descriptors: UNEMPLOYMENT; WORK INCENTIVES

This research is identifying and evaluating the factors associated with low-level utilization of the Food Stamp Program by eligible unemployed workers. An attempt is being made to map the decisionmaking process that culminates in program participation or nonparticipation.

Data collection includes Personal interviews with a sample of 600 unemployment insurance beneficiaries. The characteristics of food stamp users and nonusers will be compared for an explanation of why not all eligible unemployed workers take advantage of the program benefits. Subsamples consist of: (1) Households receiving only unemployment benefits and (2) households receiving unemployment and food stamp benefits.

5-283* UNEMPLOYMENT INSURANCE IN TRANSITION

UNIVERSITY OF CALIFORNIA, BERKELEY
BERKELEY, CALIF.

Clair B. Vickery

Grant 91-06-76-28
Project still in progress

Descriptors: UNEMPLOYMENT INSURANCE; INCOME MAINTENANCE; EFFECTIVENESS OF PROGRAMS

The objective of this research is to evaluate the performance of the unemployment insurance (UI) program as an income maintenance program during periods of depressed labor demand. The role of UI will be analyzed

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

for its effect on the labor market and on the distribution of income during periods of full employment and recession. Four major concerns that will be studied to judge the UI impact are benefits, financing, income distribution, and composition of unemployment. This research should clarify the present UI role and provide insight to policymakers for the future role of the unemployment insurance program.

5-284* White-Collar Work

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Dr. Richard Berk, Department of Sociology

Grant 91-17-74-32
Project still in progress

Descriptors: WHITE-COLLAR OCCUPATIONS; JOB SATISFACTION; ABSENTEEISM; TURNOVER; PRODUCTIVITY; BANKING INDUSTRY; ILLINOIS, CHICAGO

This study is exploring job satisfaction, absenteeism, turnover, and productivity among nonsupervisory, white-collar workers.

Within each of 20 large financial institutions in Chicago, 20 top executives, 21 personnel officers, 130 first line supervisors, and 1,308 white-collar workers have been surveyed. This project is analyzing the results.

5-285 Why Do Blacks and Women Have High Unemployment Rates?

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

Grant 91-11-72-40
Project completed fiscal year 1974

Dr. Nancy S. Barrett and Dr. Richard D. Morganstern
1974

Report Descriptors: RACE; SEX DIFFERENCES; JOB SATISFACTION; DURATION OF UNEMPLOYMENT; MANPOWER NEEDS; TURNOVER; BLACK/WHITE

NTIS PB236670/AS

5-286* Women and the American Occupational Structure

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

Dr. Elizabeth M. Havens, Department of Sociology

Grant 91-48-74-25 (formerly Grant 91-48-73-35)
Project still in progress

Descriptors: WOMEN; CAREER PATTERNS; MALE/FEMALE; OCCUPATIONAL STRUCTURE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY; FERTILITY; NATIONAL LONGITUDINAL SURVEYS

This project is pinpointing and defining the conditions that govern working women's chances of achieving economic success. Its objective is to ascertain how certain social origin and recruitment variables influence: (1) The regularity of women's participation in the American occupational structure and (2) the positions of destination in that structure for career women. In addition, questions about differences in the intergenerational occupational mobility patterns of men and women and the relation between occupational mobility and fertility will be investigated.

Sources include National Longitudinal Survey data on women 30 to 44 years of age, Census Current Population Surveys, and Department of Labor Monthly Labor Surveys.

6. FOREIGN TRADE AND U.S. INVESTMENT ABROAD

The Foreign Economic Research Staff of the Bureau of International Labor Affairs (Department of Labor) conducts a research program that is international in focus. This program concentrates particularly on the impact of U.S. foreign trade and investment policies on American labor. The entries in this chapter record the active and recently completed research projects that are part of this program.

6-001* AN ANALYSIS OF LABOR TURNOVER IN U.S. MANUFACTURING INDUSTRIES

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Dr. Frank Brechling and Dr. Dale J. Mortensen

ILAB contract 74-25
Project still in progress

Descriptors: WAGES; LABOR MOBILITY; UNEMPLOYMENT

The project examines the way employment adjustments take place in declining industries. Of particular interest is the extent to which voluntary attrition makes layoffs unnecessary.

This empirical investigation consists of two parts. First, the time series of labor turnover for various 4-digit manufacturing industries will be subjected to intensive analysis. An attempt will be made to discover the relationships between various labor turnover variables and the net changes in employment. Any interindustry difference in the relationships will be studied.

Second, the information that permits computation of the tenure distribution of employees, as well as of the relationship between attrition rates and tenure, will be extracted from the Longitudinal Employer-Employee Data file. Both types of distribution will then be computed and compared over time and across industries, enabling the researchers to ascertain: (1) The relationships between tenure distribution of employees and total quits and layoffs and (2) the tenure distribution of separations. Both are relevant because the adjustment costs of tariff or quota reductions are expected to increase with the length of tenure.

The project should yield estimates of the number of workers dislocated as a result of a given permanent net reduction of employment in various circumstances and the tenure distribution of these dislocated workers for a number of 4-digit industries.

6-002* ANALYSIS OF THE PRICE DIFFERENTIAL BETWEEN DOMESTIC AND IMPORTED STEEL

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Dr. James W. Jondrow and Paul Feldman

ILAB contract J9K60005
Project still in progress

Descriptors: PRICES; STEEL INDUSTRY

This study investigates the sources of price differentials between domestic and imported steel. Previous study has determined that imported steel sold at a discount from 1958 to 1968 and that in recent years (1973 and 1974) it has sold at a premium. It was also found that the short-run substitutability between domestic and imported steel is quite low, which is contrary to what is expected because steel is generally considered to be a homogenous product, or at least nearly so. The study will test the hypothesis that the product differentiation between domestic and imported steel arises not from physical difference but rather from differences in the quality and nature of the services surrounding steel transactions. Factors that may lead to differentiation of steel products include delivery time and reliability of delivery data, stability of future prices or security of supply, credit conditions, and required size of purchase.

6-003* AN APPROACH TO MEASURING THE COSTS OF ADJUSTMENT ASSISTANCE PROGRAMS

UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

Dr. Marina von Neumann Whitman, Dr. James H. Cassing, and Dr. Jack N. Ochs

ILAB contract J9K60020
Project still in progress

Descriptors: LABOR DEMAND; LABOR ADJUSTMENT; GOVERNMENT POLICIES

This project analyzes how labor markets adjust to disturbances due to shift in demand and how government policies affect the paths of adjustment. Particular attention is devoted to the way in which the various factors in the labor market interact with each other. The research will examine (a) the impact of an increased flow of workers into unemployment on the reemployment experience of those already in the labor market and looking for work, (b) how the economy adjusts to mismatches between job openings and available workers, and (c) how employers adjust their hiring rates in response to the increased availability of workers.

6-004* THE BEHAVIOR OF LAID-OFF WORKERS IN MANUFACTURING: AN AGGREGATE AND DISAGGREGATE ANALYSIS

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Dr. Donald O. Parsons and Dr. Belton M. Fleisher

ILAB contract 75-13
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LAYOFFS; MANUFACTURING

The purpose of this study is to estimate the rates at which laid-off workers not recalled to their previous jobs are absorbed into the economy. Rates of absorption are estimated for narrowly defined manufacturing industries. These estimates will be used to compare rates across industries and to estimate adjustment costs attributable to dislocation that may result from concessions granted in the current Multilateral Trade Negotiations.

6-005* Changes in U.S. Market Share, the Multinational Corporation, and Labor Market Disturbances

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Dr. Robert G. Hawkins

ILAB contract 74-18
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LABOR DEMAND

This study assesses the relative importance of foreign investment by U.S. firms in the overall changes in the international competitiveness of U.S. production and, in turn, the changes in U.S. employment, skill requirements, unemployment rates, and other variables associated with these overall changes.

6-006 Cost-Benefit Analysis of the Effects of Trade Policies on Product and Labor Markets: Industry Study of Automobiles

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

Dr. James C. Burrows

ILAB contract 74-19
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY

This study analyzes the effects of potential changes in trade policies affecting the domestic passenger automobile industry on the automobile labor force composition and on the dynamics of labor adjustment to changes in domestic output. Longrun welfare costs and shortrun adjustment costs will be estimated.

COST-BENEFIT ANALYSIS OF THE EFFECTS OF TRADE POLICIES ON PRODUCT AND LABOR MARKETS IN THE U.S. AUTOMOBILE INDUSTRY

James C. Burrows and Eric Toder
June 1976

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-007* Domestic Impacts of an Overvalued Currency

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Dr. Phoebus Dhrymes

ILAB contract 74-15
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; CURRENCY; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT; WAGES

This study measures the impact of an overvalued U.S. currency on domestic labor, employment, wages, investment, output, and prices. Both a general equilibrium analysis and a partial equilibrium analysis for industry groupings at the Standard Industrial Classification 1-digit level are examined.

6-008* The Effects of International Market Linkages

HOWARD UNIVERSITY
CAMBRIDGE, MASS.

Dr. Richard E. Caves and Thomas A. Pugel

ILAB contract J9K60015
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRICES; WAGES

The purpose of this study is to analyze the effect of international prices on prices in the United States. One way in which the study will analyze this effect is by isolating the effects of import penetration on the rate of return in selected industries. The study also attempts to measure the degree to which domestic and foreign prices are interrelated as well as the effects of import competition on wages in the domestic industry.

6-009 THE EFFECTS OF TRADE POLICY CHANGES ON THE PULP AND PAPER INDUSTRY

BOEING COMPUTER SERVICES, INC.
WASHINGTON, D.C.

Dr. Michael Rahm

ILAB contract 75-04
Project completed fiscal year 1976

Descriptors: PULP AND PAPER INDUSTRY; FOREIGN TRADE AND INVESTMENTS; SUPPLY ACCESS; LITERATURE REVIEW

This study investigates the quality and quantity of available data on the pulp and paper industries to determine whether a full-scale study of these industries would provide useful insight for the Multilateral Trade Negotiations. The area of short supply and the role of the European Economic Community's industrial policy are examined.

The researcher developed data on: (1) Domestic and foreign production of pulp and paper products; (2) domestic and foreign price data by product type; (3) trade data on a basis consistent with (1) and (2); (4) transportation costs; and (5) labor force data, both foreign and domestic.

A PRELIMINARY ANALYSIS OF THE EFFECTS OF TRADE LIBERATION ON THE U.S. PULP AND PAPER INDUSTRY AND THE FEASIBILITY FOR FUTURE STUDY
July 1975
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-010 EFFECTS ON U.S. LABOR OF U.S. SUGAR POLICIES AND PROGRAMS

FREDERICK BURK FOUNDATION FOR EDUCATION
SAN FRANCISCO, CALIF.

Dr. Thomas Bates, Dr. Gordon Gemmell, John W. Mamer, amd Louise Adamson

ILAB contract 74-16
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; SUGAR INDUSTRY; SIMULATION

This is a two-part study in which the economic effects of alternative U.S. sugar programs are estimated.In the first part (funded by the Treasury Department) supply, demand, and transportation cost functions are used to develop a model capable of simulating the sugar market in the past two decades. This model is used to project supply, demand, and price for sugar in the United States and other countries under a variety of international arrangements.

The second part is funded by the Labor Department. Findings include estimates of effects on wages, welfare, employment, land use, and changes in man/machine ratios of alternative U.S. sugar policies.

Thomas Bates, Gordon Gemmell, John W. Mamer and Louise Adamson
January 1976

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; SUGAR INDUSTRY; SIMULATION
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-011 AN EMPIRICAL ANALYSIS OF THE U.S. FOOTWEAR INDUSTRY

Dr. John Lombardi, and Dr. Michael Szenberg

ILAB contract 74-17
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; SHOE INDUSTRY

The effects of changes in trade restrictions on the U.S. footwear industry are examined in this study. Output changes resulting from changes in trade restrictions are estimated. Production relationships are used to predict changes in labor markets, and a detailed analysis of the resulting labor market adjustment process is used to estimate the costs and the wage changes of affected workers.

THE WELFARE EFFECTS OF TRADE RESTRICTIONS ON U.S. FOOTWEAR IMPORTS
Dr. John Lombardi and Dr. Michael Szenberg
December 1975

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; SHOE INDUSTRY
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-012* ESTIMATING SUBSTITUTION POSSIBILITIES BETWEEN IMPORTS AND DOMESTIC PRODUCTION

DATA RESOURCES, INC.
LEXINGTON, MASS.

Dr. Laurits Christensen and Dr. David Richardson

ILAB contract J9K60019
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENT; PRODUCT DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY

The principal objective of this study is the development of estimates of the extent to which increases in imports affect the demand for similar domestic products. The project will develop methods for determining this rela-

---

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

tionship by implementing and extending recent developments in the estimation of demand systems. The latter procedure is advantageous in that it not only allows the incorporation of dynamic aspects of demand behavior in the form of habit formation and adjustment to stocks of goods but also because it is able to recognize and make use of the logic of the interrelationships between various product demands.

6-013* ESTIMATING THE DISTRIBUTIONAL CONSEQUENCES OF DIRECT FOREIGN INVESTMENT

CORNELL UNIVERSITY
ITHACA, N.Y.

Dr. Robert Frank and Dr. Richard Freeman

ILAB contract J9K60018
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENT; DOMESTIC SAVING AND INVESTMENT

The principal purpose of the project is to determine the effect of foreign direct investment by U.S. firms on the rate of capital accumulation in the United States. This is done by (a) evaluating the effect of foreign investment on the profitability of domestic investment; (b) analyzing the responsiveness of the domestic demand and supply of saving to the rate of return; and (c) determining the degree of integration of foreign and domestic capital markets that would affect the extent to which foreign direct investment by U.S. firms induces changes in other international capital flows. After the major task is accomplished, the effect of the change in capital accumulation on real earnings of workers will be determined using productions functions indicating the nature of capital-labor substitution.

6-014* ESTIMATION OF EARNINGS LOSSES ASSOCIATED WITH JOB DISPLACEMENT

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Dr. Louis Jacobson and Arlene Holen

ILAB contract J9K60016
Project still in progress

Descriptors: DISPLACED WORKERS; LABOR ADJUSTMENT COSTS

This is a study to estimate the displacement costs of workers in approximately 15 industries. Using Social Security Administration summary earnings records and information on plant closings and mass layoff data, the researcher will develop earnings histories for displaced workers. Average earnings over time will be tabulated and then estimates of the displacement costs will be made. The purpose is to determine the costs of displacement that may result from changes in trade policy.

6-015* AN EVALUATION OF THE TRADE ADJUSTMENT ASSISTANCE PROGRAM

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Dr. Jacob Kaufman and Dr. George Neuman

ILAB contract 74-23
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; UNIONIZATION; TRADE ADJUSTMENT ASSISTANCE; LAYOFFS; LABOR DEMAND

This study measures the effectiveness of the Trade Adjustment Assistance Program in compensating affected workers and facilitating their adjustment to new employment opportunities. Included is an investigation of the effect of various institutional features, such as unionization and the size of the petitioning unit, on the length of time between the dates when workers are certified and when they actually receive cash allowances. The research includes surveys of a sample of the total population of workers eligible for Trade Adjustment Assistance and of a control group of workers displaced in the same industries.

6-016* A FOREIGN AUTOMOBILE IMPACT STUDY

CENTER FOR QUANTATIVE SCIENCES MARKET FACTS, INC.
ROCKVILLE, MD.

ILAB contract J9K60006
Project still in progress

Descriptors: FOREIGN TRADE; PRODUCT DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY

This study investigates the impact of foreign automobile purchases by Americans on sales of domestic automobiles.

A survey was taken of over 1,000 buyers of foreign automobiles to determine the reason for their purchases and to determine what type of automobile they would have bought under different market conditions. Respondents were asked what make of automobile they would have bought if foreign car prices had been $500 or $1,000 higher. It was therefore possible to determine which U.S. cars are most affected by imports.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

6-017 General Equilibrium Estimation of the Effects of Trade Liberalization on Trade and Employment by Industry

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dr. Robert M. Stern

ILAB contract 74-22
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; LAYOFFS; SIMULATION

This study investigates the effects of tariffs and other barriers on trade and employment by industry for the United States and other major industrialized countries. The analysis is based upon a cross-country model of trade dependence. Simulations are made of the effects on trade and employment by industry of potential measures of liberalization that may be implemented in the forthcoming GATT Multilateral Trade Negotiations.

REPORT ON THE GENERAL EQUILIBRIUM ESTIMATION OF THE EFFECTS ON TARIFFS AND OTHER DETERMINANTS OF EMPLOYMENT BY INDUSTRY IN THE MAJOR INDUSTRIALIZED COUNTRIES

Robert M. Stern and Edward E. Leamer
November 1975

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LAYOFFS; SIMULATION
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-018* Hedonic Demand Model for Automobiles

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

Dr. James Burrows

ILAB contract J9K60003
Project still in progress

Descriptors: FOREIGN TRADE; PRODUCT DEMAND; TRANSPORTATION EQUIPMENT

The purpose of this project is to develop and test a methodology that predicts changes in the market for particular makes of automobiles, both foreign and domestic. The methodology measures consumer preferences for characteristics of automobiles, such as horsepower, passenger space, turning radius, gas mileage, and price. The methodology therefore allows the effects of changes in gasoline prices, tariffs, or horsepower taxes on the market shares of various makes of automobiles, particularly imports. The project is part of a larger study of the effects of foreign trade policies on labor and sales in the auto industry, and was integrated into the final report of the larger study. (see ILAB contract 74-19, Cost-Benefit Analysis of the Effects of Trade Policies on Product and Labor Markets in the U.S. Automobile Industry.)

6-019* The Impact of Quota and Tariff Restrictions on Employment in the U.S. Steel Industry

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Dr. Roger Waud

ILAB contract J9K60002
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; EMPLOYMENT; STEEL INDUSTRY

This project tests a simplified methodology for estimating the effect of changes in trade restrictions on employment in an industry. The methodology relates employment in an industry over time directly to gross national product, the labor compensation rate, the cost of capital, the price of imports (including tariffs), and variables that capture the effects of import quota restrictions. The methodology is tested on the steel industry and the results compared with those obtained in project ILAB 73-8.

6-020* The Impact of Quota and Tariff Restrictions on Employment in the U.S. Footwear Industry

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Dr. Roger Waud

ILAB contractJ9K60017
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; EMPLOYMENT; FOOTWEAR INDUSTRY

This project analyzes the relationship between employment and the price of imports, including tariffs, in the nonrubber footwear industry. A direct relationship is developed between employment in the industry and the cost of imports, wage rates, the cost of capital, and indicators of aggregate demand in the economy. The project uses a methodology developed in project J9K60002.

6-021* Impact of Technology Transfers on Patterns of Trade and Domestic Income/Employment

THE UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Eric W. Bond

ILAB contract J9K60031
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS

The project will develop and test models of the international transfer of technology. The models will include an analysis of the optimum time for technologies to be transferred as the state of knowledge advances. The model will apply to a particular high technology industry such as chemicals or electronics.

6-022* THE IMPACT OF U.S. FOREIGN TRADE AND INVESTMENT ON U.S. LABOR

Thomas Horst, and Rachel McCulloch

ILAB contract 75-15
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LABOR DEMAND

This study consists of two parts, the first of which is a critical review of the neoclassical models used to assess the impact of foreign investment on U.S. labor. The assumption of these models and their sensitivity to empirical estimation will be examined. The second part explores the way in which U.S. labor has adjusted to disruption in U.S. trade patterns, whether induced by foreign investment or other causes. One aspect is the analysis of changes in skill mix within industries in which U.S. multinational corporations predominate. The costs associated with job displacement are estimated.

6-023* THE INCIDENCE OF AND ADJUSTMENT TO TEMPORARY INVOLUNTARY UNEMPLOYMENT

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Dr. Paula E. Stephan, Dr. David Lawrence Sjoquist, and Dr. Larry D. Schroeder

ILAB contract 75-25
Project still in progress

Descriptors: EARNINGS; LABOR DEMAND; LABOR MOBILITY; UNEMPLOYMENT; LAYOFFS

This study investigates the short- and long-term impacts of involuntary unemployment, using data from the Michigan Income Dynamics Panel. The first part measures the immediate loss in earnings due to unemployment for different types of workers.

The second part examines the longer run impact of unemployment. To investigate the longer term effects on earnings of the unemployed, the researchers consider means by which such effects are likely to be transmitted, including human capital formation, attitudinal changes, and labor market supply responses via labor mobility. The objective is to determine if there are substantial differences between the shorter term impacts of unemployment on individual level earnings and the longer term distributional effects.

6-024* INTERACTION BETWEEN DOMESTIC AND FOREIGN INVESTMENT OF U.S. FIRMS

NATIONAL BUREAU OF ECONOMIC RESEARCH
NEW YORK, N.Y.

Dr. Robert E. Lipsey and Dr. Guy V. Stevens

ILAB contract J9K60021
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; INVESTMENT

The goal of this project is to study the interaction between domestic and foreign investment of U.S. firms. There are two phases to the study.

The first phase is the construction of a data base that contains information on the domestic and foreign operations of over 100 U.S. multinational firms. The sources of information for the data base are McGraw-Hill, the Department of Commerce, and the National Bureau of Economic Research.

Using the above data base, the second phase of the study analyzes how the changing opportunities for investment abroad affect investment by the firm in the United States, and similarly how investment in the United States affects the firm's foreign investment. Reasons that may account for interaction between domestic and foreign investment are examined. One is that both foreign and domestic investment compete for a supply of capital that is not perfectly elastic to the firm. Another is that foreign investment can also affect the domestic demand for capital by changing the marginal rate of return on domestic investment. This can happen because foreign investment affects the demand for domestic production.

6-025 AN INTERNATIONAL COMPARISON OF ADVANCES IN PRODUCTIVITY

DATA RESOURCES, INC.
CAMBRIDGE, MASS.

ILAB contract 73-06
Project completed fiscal year 1975

MEASURING ECONOMIC PERFORMANCE

VOL. 1 INTERNATIONAL COMPARISON OF ECONOMIC PERFORMANCE

Dr. Dale W. Jorgensen, and Dr. Laurits R. Christensen
December 1974
Request for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D. C. 20210

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

MEASURING ECONOMIC PERFORMANCE

VOL. 2 DATA, METHODS, AND SOURCES FOR MEASURING ECONOMIC PERFORMANCE

Dr. Dale W. Jorgensen and Dr. Laurits R. Christensen
December 1974
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

6-026* International Transfer of Industrial Technology by U.S. Firms and Its Implications for the U.S. Economy

DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.
WASHINGTON, D.C.

Dr. Jack Baranson

ILAB contract 75-17
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY TRANSFER; TECHNOLOGY AND TECHNOLOGICAL CHANGE; CORPORATIONS; LABOR DEMAND

The focus of this study is technology transfers by U.S. firms to noncontrolled foreign affiliates and how these transfers may affect U.S. workers. The researcher seeks to determine what factors and conditions influence these decisions, including the extent and timing of such transfers. Efforts are made to trace the effects of these transfers on the production capacities of the enterprises that receive them. Also studied are the consequences for the U.S. competitive position in world markets as well as the impact upon levels and distributions of U.S. employment and national income. The research examines such related issues as the channels and modes of technology transfer and the commercial necessity to sell technology abroad in order to sustain research and development at home.

6-027* International Transfers of Industrial Technology by U.S. Firms: An Evaluation of U.S. Government Agency Reviews of Potential Economic Impact

DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.
WASHINGTON, D.C.

Dr. Jack Baranson

ILAB contract J9K60033
Project still in progress

Descriptors: TECHNOLOGY TRANSFER; U.S. GOVERNMENT AGENCY REVIEWS

This project evaluates U.S. Government agency reviews of the impact of proposals to transfer U.S. technology to foreign countries. The two agencies whose reviews are evaluated are the East-West Foreign Trade Board and the Export-Import Bank. The project selects six cases reviewed by one or the other of these agencies and evaluates the materials and criteria used for the analysis of these reviews. The project also attempts to determine how accurate the reviews were in predicting the impacts of the technology transfers made on U.S. trade and employment.

6-028* International Trade Indicators and Prices in a Simple Aggregative Economic Model

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Dr William Dewald

ILAB contract J9K60029
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS

The purpose of this project is to refine and test a simple aggregative econometric model of the U.S. economy to test, among other things, the sensitivity of U.S. economic performance to international trade factors. The project will also fit the model to major OECD countries.

6-029 The Labor Market in the Open Macroeconomic Model

TULANE UNIVERSITY
NEW ORLEANS, LA.

David T. King

ILAB contract 74-24
Project completed fiscal year 1976

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR MOBILITY; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; LABOR MARKET

The research develops an alternative theory of market entry and intermarket flows of goods and applies that theory to the labor market in the open macroeconomic model. The model is then empirically tested.

SPECULATIVE ADJUSTMENTS, LABOR FLOWS, AND EFFICIENCY IN LABOR MARKETS

David T. King
June 1975

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR MOBILITY; MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT; LABOR MARKET

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-030* LABOR TURNOVER AND EXPERIENCED WORKER UNEMPLOYMENT

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Dr. Donald O. Parsons

ILAB contract J9K60032
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; LABOR MOBILITY; UNEMPLOYMENT

The project will study the way in which changes in product demand affects turnover flows such as layoffs and quits and also how they are affected by the level of experienced worker unemployment.

6-031* THE LOCATION OF MANUFACTURING PRODUCTION BY U.S. MULTINATIONAL ENTERPRISES

NATIONAL BUREAU OF ECONOMIC RESEARCH
NEW YORK, N.Y.

Dr. Robert Lipsey

ILAB contract J9K60014
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; INVESTMENT

This is the initial stage of a project to investigate the interaction between domestic and foreign investment of U.S. firms. Stage one has two objectives. The first is the construction of formal models of location decisions by U.S. multinational firms and how these decisions are affected by wage costs, tariffs, and taxes in each country. The second objective is the development of certain cost data required for the project, particularly labor cost adjustment for quality differences among countries.

6-032* PRICE BEHAVIOR IN U.S. INDUSTRIES AND THE BENEFITS OF TRADE LIBERALIZATION

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

Dr. James Burrows, Dr. Robert Narner, Anne Hammett and Nancy Killefer

ILAB contract J9K60027
Project still in progress

Descriptors: PRICES; FOREIGN PRODUCTION COSTS; TARIFFS

This project analyzes the relationship between the costs of importing foreign goods and the prices that consumers have to pay for these imports. An attempt is made to determine the degree to which reductions in foreign prices or reductions in tariffs are passed on to domestic consumers in the form of lower prices. The project surveys the existing literature relevant to researching these relationships and assembles data from government sources, unions, and private firms for use in the analysis.

6-033* PRICE RESPONSE IN MARKETS FOR IMPORT AND DOMESTIC GOODS

UNIVERSITY OF WYOMING
LARAMIE, WYO.

Dr. John Mutti

ILAB contract 74-14
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; PRICES

This study concerns the change in the demand for domestic goods resulting from lower prices of imports after trade barriers are removed. Price responsiveness to demand and supply of domestic output are measured for industries on a disaggregated level.

6-034* THE PROCESS OF ADJUSTMENT TO CHANGES IN EMPLOYMENT LEVELS

PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Dr. Frank Brechling

ILAB contract J9K60030
Project still in progress

Descriptors: LABOR DEMAND; LABOR ADJUSTMENT COSTS

This project determines the number of displacements that occur if it is necessary to reduce employment levels in an industry. In order to investigate the problem, the project experiments with a number of different dynamic employment adjustment models. Data on gross employment flows indicating quits and layoffs are used. The project constructs specific models for 15 to 25 detailed industries in which the special nature of each industry is reflected.

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

6-035 A Program to Study Foreign Trade Effects on Employment Using the Wharton Econometric Models

*WHARTON ECONOMETRIC FORECASTING
ASSOCIATES, INC.
PHILADELPHIA, PA.*

Dr. Ross S. Preston, Dr. F. Gerald Adams, and Dr. Lawrence R. Klein

*ILAB contract 74-12
Project completed fiscal year 1976*

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; ECONOMIC GROWTH; ECONOMIC ANALYSIS AND ECONOMETRICS

This study examines the effects of trade developments and trade policy on U.S. labor markets. Using the Wharton Quarterly Model, the researchers estimate the aggregate impact of alternative trade scenarios, such as tariff reduction, devaluation on employment, unemployment, wages, aggregate economic growth, and inflation. The impact of trade developments on the Nation's domestic structure of output, employment, and wages is analyzed on a disaggregated level through use of a modified version of the Wharton Long-Term Annual and Industry Forecasting Model.

TRADE IMPACT STUDIES USING THE WHARTON ANNUAL AND INDUSTRY FORECASTING MODEL

*R. S. Preston and Yuen-Yum C. O'Brien
June 1976*

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; ECONOMIC GROWTH; ECONOMIC ANALYSIS AND ECONOMETRICS
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-036* Qualification of the Effects of Non-Tariff Barriers in the Major Trading Countries

Dr. Melvyn Krauss

*ILAB contract J9K60012
Project still in progress*

Descriptors: FOREIGN TRADE; EXPORT SUBSIDIES

This project is a pilot study on the measurement of the distorting impact of subsidies on prices by industry category. The country chosen for this pilot study was the United Kingdom. The investigators obtained information on various government programs that subsidize exports and estimated the rate of such subsidization by industry category.

6-037* Quantification of the Effects of Non-Tariff Barriers

Dr. Melvyn Krauss

*ILAB contract J9K60025 (formerly J9K0012)
Project still in progress*

Descriptors: FOREIGN TRADE; EXPORT SUBSIDIES

This project is an extension of an earlier pilot study on the measurement of the distorting impact of subsidies on prices by industry category. The country chosen for the pilot study was the United Kingdom. This extension will measure similar distorting effects of government subsidies in France, Germany, Canada, and Sweden. Also, these distorting effects will be measured for a recent boom year and a recession year in order to see if the significance of subsidies tended to increase in the recent recession.

6-038* The Relative Merits of Tariffs, Quotas and Other Trade Policy Instruments

*BOSTON COLLEGE
CHESTNUT HILL, MASS.*

Dr. James Anderson

*ILAB contract J9K60028
Project still in progress*

Descriptors: FOREIGN TRADE AND INVESTMENT; TRADE INTERVENTION

The purpose of this project is to analyze the relative merits of tariffs, quotas, and other trade policy instruments given that some action to protect the industry must be taken. The project will determine how various sources of uncertainty about future demand affect the relative merits of the various policy alternatives. The criteria for choosing among the policies will be based on consumer interests and potential dislocation costs incurred by affected workers.

6-039 Removing Restrictions on Imports of Steel

*THE PUBLIC RESEARCH INSTITUTE OF THE
CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.*

Dr. James Jondrow, Eugene Devine, Dr. Louis Jacobson, Dr. Arnold Katz, David O'Neill

*ILAB contract 73-08
Project completed fiscal year 1976*

Descriptors: FOREIGN TRADE AND INVESTMENTS; EARNINGS; LABOR DEMAND; STEEL INDUSTRY

This study traces the effect of removing restrictions on imports of steel through the product and employment

***Ongoing project—final report not yet available.
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.**

markets and estimates the earnings losses of steel workers and net gains to steel users that would result.

The principal restrictions on imports of steel to the United States are a tariff of about 6 percent and a voluntary quota on steel shipments to this country administered by exporting nations, which was in effect from 1969-74. The effects of these restrictions during the 1969-73 period are examined, and the effects of removing them in 1974 are estimated.

Examination of the historical period 1967-73 suggests that the quota was an effective impediment to imports and that, in its absence, imports would have been as much as 54.4 percent higher, domestic shipments up to 9.7 percent lower, and employment as much as 9.6 percent lower.

Future effects were estimated under alternative scenarios. The most plausible case resulted in a projection of minimal import penetration and employment displacement. An alternative case resulting in heavy import penetration and employment displacement was examined, even though it involved assumptions so extreme as to seem implausible.

The minimal penetration case assumes that exchange rates hold their 1974 values and that any employment loss due to import penetration is proportional to output loss. Under these assumptions, the quota proved not to be binding, leaving only the tariff as an effective restriction. Removal of this tariff would raise imports by 12.0 percent at most and displace less than 1.5 percent of domestic output and employment. Earnings losses and consumer gains would be minor.

The above scenario is based on a believable—though not inevitable—prediction of the future. The extreme (implausible) scenario is based on a return to the 1968 "overvalued" dollar and a more proportionate response of employment to changes in output. The assumption that we will return to 1968 exchange rates seems unlikely, but it is useful for illustrative purposes. Predictions based on this assumption showed heavy import penetration and a strong restrictive effect of the quota. In this scenario, removal of trade restrictions would raise imports by up to 69.3 percent and lower domestic production by 10.1 percent. Employment losses would range up to 17.4 percent. Earning losses, though substantial, would be dominated by the estimated benefits derived by steel users.

Dr. James Jondrow, Eugene Devine, Dr. Louis Jacobson, Dr. Arnold Katz, and David O'Neill
May 1976

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; EARNINGS; LABOR DEMAND; STEEL INDUSTRY

6-040* A Review of Studies of Labor Adjustment to Employment Reductions

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.
AND
PUBLIC RESEARCH INSTITUTE, CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Arlene Holen

ILAB contract 76-08
Project still in progress

Descriptors: EARNINGS; LABOR DEMAND; LABOR FORCE; LITERATURE REVIEW; EMPLOYMENT

This project surveys and critically reviews empirical studies of the effects of reductions in an industry's demand for labor on the long-term employment and earning patterns of displaced workers. Methodologies and findings are compared. Where study findings may be inconsistent or contradictory attempts are made to reconcile differences or choose between alternative findings on methodological grounds.

6-041 Series of Three Research Projects on Employment Effects of Foreign Investment and Trade

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Dr. Richard D. Robinson, Dr. Ithiel de Sola Pool, Dr. Kenneth S. Mericle, and Dr. Lester Thurow

ILAB contract 74-01
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; EARNINGS; LABOR DEMAND

This study concerns certain developments in international trade and their impact on domestic employment. The areas of study are: (1) Foreign direct investment in the Brazilian auto industry; (2) early warning indicators of trade-impacted industries and effective adjustment; (3) national efforts to establish guidelines for the behavior of multinational enterprises with corporate response; and (4) the effect of U.S. agricultural exports on the real wages of U.S. workers. Parts (2) and (3) of the study have been completed.

NATIONAL EFFORTS TO ESTABLISH GUIDELINES FOR THE BEHAVIOR OF MULTINATIONAL CORPORATIONS

Richard D. Robinson
March 1975

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; EARNINGS; LABOR DEMAND
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

THE BRAZILIAN MOTOR VEHICLE INDUSTRY: ITS ROLE IN BRAZILIAN DEVELOPMENT AND ITS IMPACT ON UNITED STATES EMPLOYMENT

Kenneth S. Mericle
July 1975

GPO—report is available from Government Printing Office.
ETA—report is available from Employment and Training Administration.
See page iii for further information about ordering reports.

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; EARNINGS; LABOR DEMAND
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

THE WORKING OF TRADE ADJUSTMENT ASSISTANCE AT THE GRASS ROOTS LEVEL

Ithiel de Sola Pool
December 1975

Report Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATION; EARNINGS; LABOR DEMAND
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-042* A STUDY OF TRADE AND EMPLOYMENT IN THE ELECTRONICS INDUSTRY

KEARNEY MANAGEMENT CONSULTANTS
CHICAGO, ILL.

Dr. Lester G. Telser

ILAB contract 76-10
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; ELECTRONICS INDUSTRY

The purpose of this study is to develop information concerning the effects of trade barriers, both foreign and domestic, on trade flows, income, and domestic employment in the electronics industry. Such information is developed for various product segments, including electronic components and accessories, radio and television receiving sets and transmitting equipment, electronic calculators, industrial controls, and others that are of major importance and may be significantly affected by altered trade barriers.

In addition, information is developed on the effects of offshore assembly provisions, direct foreign investment, and the transfer of U.S. technology abroad on the level and composition of U.S. exports and imports and the resultant impact on domestic employment.

6-043 SUPPLY ACCESS ISSUES

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

Dr. James C. Burrows, Robin C. Landis, Michael Wolfe Landis, and Stephen Beggs

ILAB contract 76-03
Project completed fiscal year 1976

Descriptors: SUPPLY ACCESS; FOREIGN TRADE AND INVESTMENTS; MINERALS

This study investigates the probabilities and potential costs to the United States of cartels and supply interruptions in the major mineral commodities. The markets examined include aluminum, chromite, cobalt, copper, iron ore, manganese, mercury, platinum, tin, and tungsten. A rough estimate of monopoly price is made where cartelization seems probable. Where cartels or supply interruptions appear most likely, the project estimates the economic costs to the United States, including the dislocation costs that workers may have to incur.

In addition, the merits of various policy options in dealing with the supply access problem will be examined. The project concentrates on the kinds of agreements that might be appropriate for the United States to enter into with foreign suppliers and what the United States should be willing to give up in return. The possible exploitation by the United States of its monopoly power in products such as food, as well as threats to use its monopoly power as a buyer in world markets, is included in the policy alternatives presented.

ECONOMIC ISSUES UNDERLYING SUPPLY ACCESS AGREEMENTS: A GENERAL ANALYSIS AND PROSPECTS IN TEN MINERAL MARKETS

James C. Burrows, Robin C. Landis, Michael Wolfe, and Stephen Beggs
July 1975

Report Descriptors: SUPPLY ACCESS; FOREIGN TRADE AND INVESTMENTS; MINERALS
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-044* TARIFF ITEMS 806.30 AND 807.00 AND FOREIGN COMPONENT MANUFACTURING

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Lee A. Reynis

ILAB contract 76-14
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; TECHNOLOGY TRANSFER

This study is concerned with the domestic impact on employment of the offshore assembly provisions of the U.S. tariff schedule. Under items 806.30 and 807.00, components manufactured in the United States may be sent abroad for final assembly. When components or finished goods are reimported, only the value added is subject to tariff duty.

Of particular interest is the impact of technology transfer associated with offshore assembly. Through the "learning by doing" process, component assembly abroad may accelerate the rate at which foreign countries begin

***Ongoing project—final report not yet available.**
Projects completed prior to this year are not described with a narrative.
NTIS—report is available from National Technical Information Service.

their own production of such components. This process may shorten the product life cycle, enabling foreign countries to produce components and finished goods for domestic use and even export sooner than otherwise probable.

6-045 Trade and Employment Effects of Multilateral Trade Liberalization

THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

Dr. William Cline

ILAB contract 75-07
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; SIMULATION

This project provides estimates of changes in disaggregated trade magnitudes and employment in the main industrial countries to be expected from alternative trade liberalization negotiation packages. The methodology employed uses existing detailed trade elasticity estimates in combination with disaggregated trade, tariff, and employment data to simulate the trade and employment impacts of alternative tariff reduction packages on the the major industrial countries. The study also considers effects of changes in major nontariff barriers; it synthesizes existing estimates as well as develops new ones.

TRADE, WELFARE, AND EMPLOYMENT EFFECTS OF MULTILATERAL TRADE NEGOTIATIONS IN THE TOKYO ROUND
William Cline
June 1976
Report Descriptors: FOREIGN TRADE AND INVESTMENTS; SIMULATION; LAYOFFS; LABOR DEMAND
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210

6-046* Trade and Employment in the Chemical Industry; Labor Demand; Product Demand

STANFORD RESEARCH INSTITUTE
MENLO PARK, CALIF.

Donald Green

ILAB contract J9K60004
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; CHEMICAL INDUSTRY; LABOR DEMAND; PRODUCT DEMAND

The principal objective of this study is an estimate of the effects of changes in trade barriers here and abroad on prices, output, and employment in the chemical industry. The benefits of lower U.S. trade barriers to users, as well as the displacement costs that workers may incur, will be calculated. The gains to the United States resulting from lower trade barriers abroad will receive special emphasis.

The project will also attempt to evaluate the effects of investments abroad by U.S. multinationals on foreign supply. Furthermore, the project will attempt to assess the effects of recent technological development on the pattern of world trade in chemicals.

6-047 The Use of Unemployment Insurance Claims Data as the Basis for an Employment Dislocation Early Warning System

STATE OF NEW JERSEY, DEPARTMENT OF LABOR AND INDUSTRY
TRENTON, N.J.

ILAB contract 74-26
Project completed fiscal year 1975

A STUDY OF THE USE OF UNEMPLOYMENT INSURANCE CLAIMS DATA AS THE BASIS FOR AN EMPLOYMENT DISLOCATION EARLY WARNING SYSTEM
January 1975
Requests for copies may be sent to: Rm. S5004, Office of Foreign Economic Research, ILAB, U.S. Department of Labor, Washington, D. C. 20210

6-048 U.S. Trade Policy: Formation and Effects

U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Dr. Robert E. Baldwin

ILAB contract 74-11
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; INPUT-OUTPUT MODELS; LABOR DEMAND; LABOR FORCE; LAYOFFS

This study estimates empirically the trade and employment consequences of tariff decreases, both in aggregate terms and for 367 input-output sectors.

Estimates are made for a number of tariff-cutting rules, including five harmonization rules and an across-the-board tariff cut. Harmonization rules are formulated so that the percentage of tariff cut for each rule would vary according to the size of the initial tariff on a particular item. High tariffs would be cut by a greater percentage than low ones. The analysis of the economic effects of tariff cuts includes estimates of the impact on skill groups and regional employment as well as on employment by sector.

APPENDIXES

A. GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Contracts and Grants Under CETA

The purpose of this section is to establish guidelines for the submission of proposals for research and development project funding to the Employment and Training Administration, U.S. Department of Labor.

AUTHORITY

Funds for research and development activities may be awarded under authority of two legislative acts:

1. Title III of the Comprehensive Employment and Training Act of 1973 (Public Law 93-203 approved December 28, 1973) provides for a comprehensive program of employment and training research.

Title III of the CETA also authorizes "a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effeciveness of specialized methods in meeting the manpower, employment, and training problems." The projects, subsumed under the word "development" in these guidelines, seek to develop and test in operation new ways in which employment and training programs might be made more effective.

2. Social Security Act (81 Stat. 888) provides for studies which will provide information for the improvement of the overall effectiveness of the Work Incentive Program (title IV, pt. c, sec. 441).

Research and development projects are not limited to particular types of organizations. Academic institutions, State and local government units, community, private, and other organizations and individuals with research or experimental and demonstration capabilities in the employment and training area may apply for project funding.

GUIDELINES FOR R&D PROPOSALS: CONTRACTS AND GRANTS

PRELIMINARY PROPOSAL

The first step in applying for R&D funds is the submission of a preliminary statement describing the investigator's basic study ideas, subjects of research, or proposals for experimental development and demonstration.

The preliminary proposal should be brief and self-explanatory. Twenty copies are required. It should include:

1. The problem to be investigated or the experiment or demonstration to be conducted.
2. Objectives and potential application of findings.
3. Operational, research, or assessment procedures.
4. Time and budget requirements (summary only).
5. Statement on relevance to employment and training problems.

A separate statement concerning staff, facilities, capabilities for conducting research, experimentation, or demonstration, and previous related experience should accompany the preliminary proposal. The preliminary proposal and other related materials should be sent to:

Director, Office of Research and Development
Employment and Training Administration
U.S. Department of Labor
Washington, D.C. 20213

After reviewing this preliminary summary, the Employment and Training Administration may request a formal proposal. (Formal proposals should follow the outline detailed below in Outline for Submission of Formal Proposals.)

GENERAL INFORMATION ABOUT REQUIREMENTS FOR FORMAL PROPOSALS

The proposed project should focus on potential solutions to significant employment and training problems. It should seek to develop new knowledge or new applications of existing knowledge which give promise of furthering the objectives of the legislation under which the contract would be authorized.

The end product to be sought by any project—its findings and conclusions—should be of broad program interest; it may be limited to specialized operations that can be shown to provide a basis for generalized conclusions or to have application over a wide area.

Management Capability.—The project director or principal investigator should have done successful research, or conducted experimental or demonstration programs, or have demonstrated clearly a competence for performing or directing such. It is also preferred that the director or principal investigator devote full time to the project. The organization submitting the proposal also must have available facilities and staff adequate to carry out the proposed activity or give evidence that it can acquire such, if funded.

Economic Efficiency.—The probable value of the findings of the overall project must justify the total proposed expenditure. The overall cost of the particular approach toward solving the problem in the proposed project must be reasonable when compared with the cost of other possible approaches. Projects should not duplicate ongoing or past research and development efforts and wherever possible should attempt to build on work already done.

Review of Proposals.—Formal proposals should be typed or otherwise reproduced on one side only and should be moderate in length. Thirty copies should be submitted.

Acknowledgment of receipt usually will be made within 15 days. Processing, review, and evaluation of comments received usually require 60 days from receipt of proposal.

Notice of approval for negotiation (or disapproval) will be given as soon as possible following review and evaluation. Final approval for funding will depend on a negotiated agreement on content, structure, and budget of the project by the proposer and the Employment and Training Administration.

Final Report.—Upon completion of the project, up to 200 copies of a final report are required. This report will present and analyze information secured, and for development projects will describe also the administrative structure developed and the operations performed. It will contain: (a) A summary, (2) findings and conclusions, (3) implications for program and policy, and (4) implications for further research or experimental and demonstration effort. Special attention should be given to recommendations for the application and use of the findings to programs, policies, and problems.

Publications derived from the work will acknowledge that the study was supported by the Employment and Training Administration, U.S. Department of Labor. If it chooses, the Department will have a right to publish and distribute the final report of the work done and to use the findings, including any research, program materials, or experimental and assessment designs developed, for any purpose whatsoever.

OUTLINE FOR SUBMISSION OF FORMAL PROPOSALS

There is no printed form to be used. Follow the outline below in describing the proposed project. Identify each section by number and title as indicated in the outline.

1. Cover page. The cover page of the proposal must show the following information in the order indicated:

Proposal to the Administrator, Policy, Evaluation and Research, Employment and Training Administration, U.S. Department of Labor, for a Research or Development Project.

Project title:	(Be concise and as specific as possible. Avoid obscure technical terms. Include key words under which project may be indexed.)
Submitted by:	(Name of organization, institution, agency, or individual, hereinafter referred to as "organization.")
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)
Initiated by:	(Full name and position of individual who is initiating project, ordinarily the director or chief investigator.)
Transmitted by:	(Full name and position of official who is approving the submission of the proposal. This must be someone with authority to commit the organization to the proposed project. The proposal should be signed by both the initiator and the transmitter on the original or master copy.)
Date:	(Date transmitted.)

2. Abstract. Summarize the proposal, preferably on one page, under two main heads: (a) Objectives and (b) procedures.

3. Problem. Describe the problem to be focused on and its significance.

4. Objectives. State the questions which the project is designed to help answer, the techniques or methods to be developed and/or tested, and/or the hypotheses to be studied.

5. Relationship to other research or experimental and demonstration programs. Discuss the proposed project in relation to previous research, experimentation, or demonstration in the area of the work proposed. Indicate how what is proposed will add to knowledge on the particular problem and/or on how to make employment and training programs more effective and efficient. Distinguish what is different about this proposed project, as compared with other projects conducted previously or currently.

6. Project design and components.

a. For development, experimental, and demonstration projects.

(1) Describe the work plan. Who will perform what tasks in what ways, involving what types and approximate number of participants?

(2) Describe the organizational arrangements for administration of the project.

(3) Present a time schedule for performance of the stated tasks.

(4) Describe the provisions made for assessment of the effects of the project. (Where research techniques are involved in the assessment of experimental and demonstration projects, follow the outline in 6(b) following.)

b. For research projects. Describe the research design in detail, listing the steps to be followed. Include specific information, as relevant, on each of the following:

(1) Research method. What is the method to be employed in the study? Examples: Survey method, descriptive-theoretical analysis, participant observations, experimental and control group comparisons.

(2) Study subjects. Where there are populations, samples, experimental and control groups, indicate their purpose, origin, composition, size, type of data to be collected on each, and sampling plans.

(3) Data collection. Describe types of data to be gathered and methods of collection. To the extent feasible, data that are already available or are being collected from other sources must be used. Describe questionnaires, interview guides, tests, and other research instruments to be used. In studies for which it is determined that the project is subject to the requirements of the Federal

Reports Act of 1942, it will be necessary for the researcher to submit copies of questionnaires and survey plans for clearance in advance of their use.

(4) Analytic techniques. Indicate statistical or other analytic techniques to be used in testing the hypotheses or achieving the objectives of the study.

(5) Phasing. Indicate the approximate time schedule for phasing various aspects of the research or assessment to the operations schedule.

7. Personnel. Give name, title, and a statement of the educational and professional experience of the principal investigator and other key personnel.

8. Facilities. Indicate special facilities and similar advantages. For research projects detail the research staff resources available to the organization.

9. Subcontracting. If a subcontractor is to be used for any part or parts of the operation, or for research or assessment, specify the nature of the work and the subcontractor's credentials for conducting it. Any subcontract is negotiated by the performing organization, but will be subject to prior approval by the Office of Research and Development.

10. Utilization. Indicate the potential principal users of the proposed project's findings and how the project's "products" (reports, guide materials on particular techniques) will be developed so as to encourage and facilitate use by policymakers, the research community, and/or agencies.

11. Other information. Indicate other pertinent information, including the following:

a. Identify other organizations whose participation or cooperation is required and present evidence of their awareness of the need for their aid and willingness to provide it.

b. Amount of financial or other support available for this project from other sources.

c. Whether this proposal is an extension or an addition to a previously Government-supported project.

d. Whether financial support for this proposal or a similar one has been requested from any Government or private organization other than the Employment and Training Administration, U.S. Department of Labor.

12. Budget. Start this section on a new page, identifying it in sequence with previous sections as "12.Budget". The budget will include all estimated costs to be covered by any funding from the Department of Labor.

The cost of performance includes the cost of necessary direct items of expenditure incurred in the performance of the project. It should also include an amount for overhead or indirect costs only if appropriate.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure. If the project is expected to extend beyond 12 months, indicate the amount required for each year, and in total.

a. Direct costs.

(1) Personal services.

(a) Include salaries and wages of all personnel directly attributable to actual performance under this project, whether on a full- or part-time basis. List personnel by title, worker-months (full- or part-time—be specific), and dollar amounts. (b) Include in connection with the above, but identify separately, allowances (dollar amounts and percentages of base salaries) for vacation, holidays, sick leave pay, and any other employee benefits customarily granted.

(2) Consultants and contract service. Include allowances for consultants and contract service as required.

(3) Materials and supplies. Assign a cost to all materials and supplies which will be expended directly by the contractor in performance of the project.

(4) Travel. Furnish estimates of the number of trips, method of transportation, and cost of travel. Include the estimated amount for subsistence and daily al-

lowance rates, auto mileage rates, etc., during travel, in accordance with the organization's established policy.

(5) Communications. Include telephone, telegraph, and postal charges.

(6) Services. Include those not specifically covered under personal services (e.g., interviewer cost, computer cost). When a study involves securing information through Federal agencies (as the U.S. Bureau of the Census) or State agencies (as State employment services), the cost of such services, if any, should be included.

(7) Other. Itemize by category and amount.

b. Indirect cost or overhead. Give the basis for the organization's determination of proposed overhead rate and reference to the rate approved currently by other Government agencies, if any.

Overhead rates may be fixed during the negotiation of funding, or may be determined provisionally, with final settlement made at the conclusion of the project. If an overhead rate has been established by a Government audit agency, identify the cognizant audit agency and contact person, the rate established, the allocation base, and the period for which it was established.

It is most important that all items of cost be readily identifiable, regardless of whether they are shown as direct or indirect.

The proposed budget will be reviewed against applicable Federal regulations as part of the initial review. Where changes are necessary for projects which are approved otherwise for negotiation, these changes, as well as decisions concerning the determination of an overhead rate, will be made during the negotiation of the funding.

It is the policy of the Department to encourage cost-sharing arrangements on research projects in accordance with the principles set forth in the Federal Management Circular (FMC) 73-3, dated December 4, 1973, entitled "Cost Sharing on Federal Research." The budget presentation should show what costs the proposer will absorb as his contribution. If no costs are to be met by the proposer, an explanation should be provided.

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Doctoral Dissertation Grants Under CETA

Academic institutions offering doctoral degrees in areas of study which relate to the employment and training field (such as economics, sociology and social work, psychology, education, and the behavioral sciences generally) may apply for grants to support dissertation research of graduate students who have completed all requirements for the doctoral degree except the doctoral dissertation, or who will have met these requirements before the grant is effective. A separate application in the form of a study proposal must be submitted for each candidate nominated by the university for a grant. Such a grant will be made to the university in the name of the candidate.

GRANT GUIDELINES

The maximum amount of direct costs (see The Application, par. 5A) of any one grant is $10,000 for a period not to exceed 1 year. Support for projects extending beyond 1 year will be considered only under very special circumstances. Requests for no-cost extensions of approved grants will be considered only if reasonable progress is reported. Such requests require written support of the candidate's sponsor, and must be approved by the sponsoring institution and submitted at least 2 months before the expiration of the grant. The notice of grant award will indicate the period for which the Department intends to support the project.

The grant may cover the following costs:

1. Support for the doctoral candidate will generally be on a stipend basis, determined by the proportion of time spent by the candidate on his or her dissertation times the following full-time annual stipend rates:

Single individual	$4,000
Dependent allowances (additional)	
Dependent spouse	500
Dependent children:	
1	500
2	800
3 (maximum allowance)	1,100

Under this schedule the maximum annual stipend rate for a married candidate with a dependent spouse and three or more dependent children is $5,600. The following example illustrates how a stipend may be computed:

> A married person with one child who teaches half time and works on the dissertation half time for 9 months of the year, and devotes full time to the dissertation the other 3 months, could receive a stipend of $3,125—three-fourths of the year at half time, $1,875, plus one-fourth of the year at full time, $1,250.
>
> Candidates who have been regularly employed in teaching or research activities by the sponsoring university or a related research organization, and for whom the dissertation research requires relief from part of their employment, may be supported at their established rate of pay, prorated for the proportion of their time devoted to the dissertation, provided that the total amount of the candidate's pay from the grant does not exceed the amount which the candidates could otherwise receive as a stipend if they devoted full time to their dissertations (see par. 1 above).

2. Major direct project costs, such as clerical assistance, necessary travel, computer time, and special supplies.

3. Indirect costs at a fixed rate not to exceed the established audited rate of the institution. The stipend may not be treated as a personnel cost for the purpose of computing the amount of indirect costs. However, the salary of a candidate employed by the university (as in par. 1 above) will not be considered a stipend.

4. Allowance to sponsoring university.

a. When the candidate is on a stipend basis, and is not charged tuition or fees, an allowance of $2,500 will be granted to the university in lieu of tuition, fees, general supplies, and other administrative costs for grants of 6 months' to 1 year's duration. Where tuition and fees normally charged doctoral candidates exceed $2,500 per year, the amount of the allowance may be increased to cover costs of tuition and fees, but may not exceed $3,000 per year. For grants of less than 6 months, the allowance will be one-half of the annual rate, except that in the rare instances when no-cost extensions are allowed, the allowance to the sponsoring university will be prorated on a monthly basis. In accordance with Federal Management Circular (FMC) 73-3 dated December 4, 1973, costs of services of academic and administrative staff, including the candidate's sponsor or dissertation adviser, which would normally be covered by tuition and fees of the university, may not be shown as a contribution of the university.

b. When the candidate is employed by the university and paid a salary, no allowance will be granted. In such instances, the university may include the salary of the candidate in the base against which indirect costs rates may be applied.

Also, in accordance with Federal Management Circular (FMC) 73-3 dated December 4, 1973, "Cost Sharing on Federal Research," the grantee institution must share in the total cost of the project.

For applications which are approved, the submission of copies of final reports (dissertations) will be in accordance with condition 16 of the Conditions for Doctoral Dissertation Grants.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the university or the doctoral candidate and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Employment and Training Administration of the U.S. Department of Labor under the Comprehensive Employment and Training Act of 1973. The Department will have a nonexclusive right to publish and distribute the final report of the research and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all dissertation grants are appended as Conditions for Doctoral Dissertation Grants/Small Grant Research Projects. As indicated below, written exceptions requested from these conditions should be included with the transmittal of the application.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent by the university to:

Director, Office of Research and Development
Employment and Training Administration
U.S. Department of Labor
Washington, D.C. 20213

Closing dates for applications are September 1, December 1, March 1, and June 1. Applications will be accepted which are postmarked or delivered on or before each of these dates for work to be conducted during a 1-year period following the date of the application. However, applications received 1 week or more after a closing date, regardless of postmark, will be accepted for the next scheduled closing date. To assure an early acknowledgment of the receipt of applications, applicants may enclose a stamped self-addressed postcard referenced to the application. Processing of applications requires approximately 3 months, including evaluation by a review panel. Applicants may expect to be notified of action taken about 3 months after the applicable closing date. A grant approved for a candidate who has not completed all requirements for the doctoral degree at the time of application will require notice from the university to the grant officer that all requirements have been met before any payments will be made under the grant award.

CRITERIA FOR APPROVAL

All applications are reviewed by a panel of persons from outside the Government with expertise in the employment and training field. Only those applications for studies with relevance to the objectives of CETA are referred to the panel for their review and recommendation.

The panel considers all elements of an application in its review, giving primary emphasis to the candidate's ability, originality, and creativity as evidenced by the study proposal. The standing of the candidate and his application relative to other candidates, and to the availability of funds for the program, determines whether the proposal will be approved for a grant award. Approval may be conditional on acceptance of changes as recommended by the review panel, including substantive and budget revisions.

THE APPLICATION

Applications should contain the information requested below in the order indicated. There is no printed form to be used.

1. The first page should show the following:

Proposal Submitted to the Administrator, Policy, Evaluation and Research,Employment and Training Administration, U.S. Department of Labor, for a Grant in Support of a Doctoral Dissertation Under Authority of the Comprehensive Employment and Training Act of 1973, Public Law 93-203.

Project title:	(Be concise, descriptive, and as specific as possible.)
Submitted by:	(Legal name of university and department sponsoring the candidate.)
Address:	(Of university, including zip code.)
Telephone number:	(Of university, including area code.)
Candidate:	(Name, address, and phone number. Candidate should sign original or master copy.)
Sponsor:	(Name, position, academic degrees, and phone number of university dissertation adviser, or sponsor of the candidate. This person should sign original or master copy.)
Transmitted by:	(Name, position, and phone number of approving official. This person should be someone with legal authority to commit the university, and should sign the original or master copy. Unless otherwise indicated, all correspondence, including the Notice of Grant Award, if approved, will be addressed to this official.)
Date:	(Date transmitted.)

2. Include a statement of the background of the candidate, education and employment experience, and a list of published work. Indicate if the candidate has met all requirements for the doctoral degree other than the dissertation and, if not, when they will be met.

3. The candidate's sponsor should submit a statement in support of the proposal, indicating an evaluation of the interests and potential of the candidate. Where the sponsor is other than the dissertation adviser for the candidate, the adviser should also include such a statement.

4. As part of the application, the candidate should prepare a reasonably complete statement of the proposed dissertation covering:

a. The problem to be investigated, its importance and significance.

b. The objectives of the study, including hypotheses to be tested and specific questions to which answers will be sought.

c. Procedures to be used. Include, as appropriate, general design, population and sample to be studied; data to be gathered and methods to be used; and methods of analysis to be applied.

d. Anticipated policy and program implications of the findings, if appropriate.

e. A time schedule for the study and its major phases.

f. Where assistance of other agencies, institutions, or businesses is necessary for the successful completion of the dissertation, include a statement of the extent of cooperation already assured.

5. Include a budget statement in detail for the grant period. Budget items to be shown are listed below. Dollar amounts are to be rounded off to the nearest dollar and listed in two columns. In the first column show amounts of funds requested and in the second column the amount the grantee university intends to contribute from non-Federal sources.

a. Direct costs.

(1) Personal services. Show the portion of the candidate's time to be spent on the project, and the rate of stipend or salary.

(a) If a stipend, indicate the basis for the rate used in accordance with schedule of stipends shown earlier in these guidelines.

(b) If a salary, indicate the basis for the recommended rate of pay. Total salary charged to the grant may not exceed that amount which would be payable for full-time work on the dissertation under the schedule of stipends shown earlier in these guidelines.

(2) Major materials and special supplies required for the study. Itemize in broad categories and amounts.

(3) Travel, including subsistence at actual cost but not to exceed the amount allowable under the customary practice of the grantee. Give details of travel and subsistence, including types of transportation to be used and rates allowed.

(4) Communication and services not included elsewhere. Itemize by broad categories and amounts. For computer use, show type, number, cost per hour, etc.

(5) Other direct costs. Itemize by category and amount. When the candidate is on a salary basis, tuition and fees normally paid to the institution by doctoral candidates working only on their dissertations may be shown as a contribution of the institution in lieu of personal and other services covered by such tuition and fees (as, for example, the time spent by the candidate's sponsor supervising the work of the candidate). Such tuition and fees are allowable as part of the grant amount only to the extent that they reflect grantee costs directly attributable to the work of the candidate.

b. Indirect costs. A fixed rate which does not exceed the grantee university's established audited rate may be used. Indicate the basis for the established rate: the date, audit agency, and reference numbers, if any.

c. Allowance to university. Include in amount requested as noted under Grant Guidelines, paragraph 4.

6. A statement acknowledging that the Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects Under CETA (which follow the Guidelines for Small-Grant Research Projects) have been reviewed and will be accepted if the grant is approved. Any provisions from which the institution desires exception should be clearly indicated and justified.

GUIDELINES FOR SUBMISSION OF RESEARCH AND DEVELOPMENT PROPOSALS—Small-Grant Research Projects Under CETA

Public and private nonprofit academic institutions and research organizations may apply for small grants to support research projects or research-related activities in the employment and training field.

This small-grant program is principally for postdoctoral research. Projects approvable include:

1. Research that explores new fields of inquiry.
2. Research that explores new methods of approach to existing fields of inquiry.
3. Studies that test the effectiveness or feasibility of research projects or programs.
4. Syntheses of the current state of knowledge in various research areas in order to provide guides for future employment and training programs.

Under special circumstances, grants may also be made to assist research projects underwritten by other agencies or institutions, but which require additional funds to assure completion.

GRANT GUIDELINES

The maximum amount of direct cost (see The Application, par. 10a below) of any one grant is $15,000 for a period not to exceed 1 year. For projects scheduled for more than 1 year, additional grants, each within the same limitation, may be made for a total of not to exceed 2 years, subject to availability of appropriated funds, receipt of progress reports showing reasonable progress, and requests for such renewals to be submitted not later than 2 months before the expiration of previous grants. The initial grant will indicate the period for which the Department intends to support the project.

Grant funds may be expended only for the purpose of carrying out the research project as approved. In accordance with Federal Management Circular (FMC) 73-3 dated December 4, 1973, "Cost Sharing on Federal Research," the grantee institution must share in the total cost of the project.

All grant awards are subject to the condition that the principal investigator designated in the application continues to be responsible for the conduct of the approved project for its duration. Continuation of grants in the event the principal investigator becomes unavailable will be contingent upon written approval by the Employment and Training Administration of the person chosen by the grantee to replace the principal investigator.

For applications which are approved, the submission of copies of final reports will be in accordance with condition 16 of the Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects Under CETA (see app. B). Incorporated into or accompanying this report will be a short summary, which includes one paragraph on the project's objectives, one on procedures, two or three paragraphs on findings, and one on implications of findings. For projects extending beyond 1 year, the renewal will be considered as a separate grant, and a progress report will be required with the request for renewal.

Any survey plans, surveys, or questionnaires arising from the research under an approved grant will be identified solely as the responsibility of the grantee, and will in no way be attributed to the Department of Labor.

Publications based on the research conducted under the grant will acknowledge that the research was supported by a grant from the Employment and Training Administration of the U.S. Department of Labor. The Department will have a nonexclusive right to publish and distribute the final report of the research project and to use the findings, including any research designs developed by the research, for any purpose whatsoever.

The standard conditions applying to all research grants are appended as Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects Under CETA in appendix B.

As indicated below, written exception requests from these conditions should be included with the transmittal of the application.

CRITERIA FOR APPROVAL

A primary consideration in the approval of any grant request is the relevance of the area of study to the objectives of CETA. Proposals which are determined to be relevant to the objectives of CETA will be reviewed by a panel of persons from outside the Government with expertise in the employment and training field and approved or disapproved in relation to criteria such as the following:

1. Significance.
   - a. The project is focused primarily on significant employment and training problems.
   - b. The anticipated results or methodology of the project have broad national interest, provide a basis for generalized conclusions, or have practical applicability.
2. Research design.
   - a. The problem with which the research proposes to deal is clearly defined.
   - b. The proposal reflects an adequate knowledge of other research related to the problem.
   - c. Questions to be answered or hypotheses to be tested are well formulated and clearly stated.
   - d. The proposal outlines fully the procedures to be followed, and whenever applicable, includes information on such matters as sampling procedures, including the size of the population to be studied and the size of sample and control groups, as well as types of data to be gathered, and statistical analyses to be made.
3. Personnel and facilities.
   - a. The experience and training of the principal investigator appear adequate to carry out the research.
   - b. The facilities available to the investigator(s) are adequate to carry out the research.
   - c. The plan provides, wherever feasible, for encouraging and increasing knowledge and skills of professional personnel and of new research workers.
4. Economic efficiency.
   - a. The investigator's approach to the problem is reasonable in terms of of overall cost as compared with the cost of other possible approaches.
   - b. The approach to problems involving the analysis of statistical data utilizes, to the extent feasible, data already available or being collected through Government and other sources.
   - c. The total proposed expenditure is justifiable in terms of the probable value of the results of the proposed research, and the grantee institution is contributing a reasonable share of the total cost.

Approval may be conditional on acceptance of changes in the project or the budget, or both, as recommended by the review panel.

GRANT REVISIONS

The research plan of any approved grant will be revised only if major changes in the areas to be investigated are agreed to be necessary by the Employment and Training Administration. Changes in the research approach suggested by the development of a project or intended to expedite the achievement of its objectives, but not materially changing the scope and purpose of the study, may be made at the discretion of the grantee. Adjustments within the estimated approved budget may be made at the discretion of the grantee if the total amount of the grant and the total pay and rate of pay of the principal investigator(s) are not increased.

Prior written approval of the Department is required for:

1. Substantial changes in the scope or purpose of a study, with or without changes in the budget;
2. Any increase in the total budget for a grant;
3. Any increase in the total pay or rate of pay of the principal investigator(s);
4. Any change in the grant period.

SUBMISSION OF APPLICATIONS

Fifteen copies of each application should be sent to:

Director, Office of Research and Development
Employment and Training Administration
U.S Department of Labor
Washington, D.C. 20213

Closing dates for applications are September 1, December 1, March 1, and June 1. Applications will be accepted which are postmarked or delivered on or before each of these dates for work scheduled to start 4 months or more following the applicable closing date. However, applications received 1 week or more after a closing date, regardless of postmark, will be accepted for the next scheduled closing date. Processing of applications requires approximately 3 months, including evaluation by a review panel. To assure an early acknowledgment of the receipt of applications, applicants may enclose a stamped self-addressed postcard referenced to the application. Applicants may expect to be notified of action taken about 3 months after the closing date.

THE APPLICATION

Applications should contain the information requested in the order indicated. There is no printed form to be used.

1. The first page should show the following:

Proposal Submitted to the Administrator, Policy, Evaluation and Research, Employment and Training Administration, U.S. Department of Labor, for a Small Grant in Support of a Research Project Under Authority of the Comprehensive Employment and Training Act of 1973, Public Law 93-203.

Project title:	(Be concise, descriptive, and as specific as possible. Include key words under which project may be indexed.)
Submitted by:	(Legal name of institution or organization, hereinafter referred to as "organization".)
Address:	(Of organization, including zip code.)
Telephone number:	(Of organization, including area code.)
Principal investigator:	(Name, position, academic degrees, and phone number. Principal investigator should sign original or master copy.)
Transmitted by:	(Name, position, and phone number of official who is approving the submission of the proposal. This person should be someone with legal authority to commit the organization to the proposed project. Unless otherwise indicated, all correspondence, including the Notice of Grant Award, if approved, will be addressed to this official, who should sign the original or master copy.)
Date:	(Date transmitted.)

2. Abstract. On a single separate page submit a summary of the proposal including: (a) Title of project; (b) name of organization; (c) name of principal investigator; (d) objectives; (e) procedures; (f) time schedule, i.e., beginning and ending dates (first year total and project total if longer than 1 year).

3. Problem. Give a brief statement of the problem to be investigated, explaining its importance and significance.

4. Objectives. State the objectives of the research project, including hypotheses to be tested and specific questions to which answers will be sought. For research design studies, include the ultimate objectives of the research to be designed.

5. Relationship to other research. Cite or summarize research related to the proposed study. Present the rationale upon which the proposal is based. Indicate the uniqueness of the proposal.

6. Procedure. Describe the procedure in detail, listing the steps to be followed. Include specific information on each of the following, as appropriate:

a. General design of project.

b. Population and sample to be studied.

c. Data to be gathered and methods to be used.

d. Methods of analysis to be used.

e. Time schedule indicating length of time required for each major phase of study.

7. Personnel. Give name, title, and a brief statement of the research experience of the principal investigator and other key personnel.

8. Facilities. Indicate special facilities and similar advantages, including research staff resources, available to the organization.

9. Other information. Indicate other information pertinent to the proposal, including the following:

a. Amount of financial or other support for project from other sources.

b. Whether proposal has been or will be submitted to any other agency or organization for financial support.

c. Whether proposal is an extension of or an addition to a previous project supported by the Department of Labor or other Government agency.

d. Whether proposal or a similar one was previously submitted to the Department of Labor or other Government agency.

e. Extent to which cooperation has been agreed to by agencies whose assistance is necessary for the successful completion of the objectives of the proposal.

10. Include a budget statement on estimated costs of the project to be covered by the grant and by the grantee institution from non-Federal sources. Start this budget on a new page.

The proposed budget will be reviewed against applicable Federal regulations, such as Federal Management Circular (FMC) 73-3 dated December 4, 1973, as part of the review of the proposal. Where changes are necessary for the projects which are otherwise approved, final approval will be conditional on the acceptance of these changes.

The cost of the project includes the costs of necessary direct items of expenditures incurred in its performance; it may also include an amount of overhead or indirect costs at a rate which does not exceed the grantee institution's established audited rate for such projects.

Following the categories as shown in the outline below, and rounding all amounts to the nearest dollar, list anticipated requirements for all items of expenditure in two columns: (1) Amount of funds requested, and (2) amount of the grantee institution's contribution from non-Federal funds. If the project is expected to extend into a second year, indicate amounts required for each year and in total.

a. Direct costs.

(1) Personal services. Include:

(a) Salaries[1] and wages of all personnel which are directly attributable to actual performance under grant award, whether on a full- or part-time basis, including consultants. (List personnel by title, worker-months, and dollar amounts.)

(b) In connection with the above, but identified separately, allowances for vacation, holiday, and sick leave pay. Also include employee benefits customarily provided by organization.

(2) Materials and supplies. Itemize in broad categories and amounts all materials and supplies which are to be directly expended in performance of the project.

(3) Travel. Include subsistence during travel at actual cost, but not to exceed the amount allowable under the customary practices of the grantee. Give details of travel and subsistence, including types of transportation to be used and rates allowed.

(4) Communications. Include telephone and telegraph charges unless these are included in indirect costs.

(5) Services. Include those not specifically covered under personal services. Itemize by category and amount.

(6) Other. Itemize by category and amount. For computer use, show type, number, cost per hour, etc.

b. Indirect costs or overhead. A fixed rate which does not exceed the grantee organization's established audited rate may be used. Indicate the basis for the established rate: include the date, audit agency, and reference numbers, if any.

11. A statement acknowledging that the Conditions for Doctoral Dissertation Grants/Small-Grant Research Projects Under CETA (which follow) have been reviewed and will be accepted if the grant is approved. If there are any provisions from which the organization desires exception, these should be clearly indicated and justified.

---

[1] For salaries at rates of $15,000 or more per annum or for consultant fees in excess of $75 per day, include a statement establishing that each such rate is in accordance with the established compensation rates and policies of the grantee institution.

B. CONDITIONS FOR DOCTORAL DISSERTATION GRANTS/ SMALL-GRANT RESEARCH PROJECTS UNDER CETA

1. DEFINITIONS

As used in this grant (see sample Notice of Grant Award), the following terms shall have the meaning set forth below:

a. "Secretary" means the Secretary of the U.S. Department of Labor, and the term "his duly authorized representative" means any person or persons authorized to act for the Secretary.

b. "Grantee" means the institution named in this grant as the recipient of the grant award.

c. "Grant officer" means the person executing this grant document on behalf of the Government, and any other individual who is properly designated a representative of the grant officer and acting within the limits of his authority.

d. "ETA" means the Employment and Training Administration of the U.S. Department of Labor.

e. "Principal investigator/doctoral candidate" means the principal investigator in small-grant research research projects and the doctoral candidate in doctoral dissertation grants.

2. APPLICABILITY OF CONDITIONS

These conditions shall be applicable to the grantee, to the principal investigator/doctoral candidate, and to any agency or organization which, pursuant to a contract, agreement, or other arrangement with the grantee, undertakes responsibility for any part of this grant. Exceptions to these conditions may be requested in cases where compliance with one or more of them would cause unnecessary difficulties in carrying out the approved project. A waiver of any condition must be in writing and must be signed by the grant officer. Any such waiver must be explicit; no waiver may be inferred from the fact that the grant is responsive to an application which may have contained material inconsistent with one or more of these conditions.

3. SCOPE OF WORK

The work and/or services which the grantee shall perform shall be consistent with the proposal as approved for support by the grant officer and shall be performed in accordance with the document which is appended as Attachment 1 to the Notice of Grant Award.

4. AMOUNT OF GRANT

The amount of the Federal grant shall not exceed the smaller of (a) the "Total Amount of This Grant" shown in the Notice of Grant Award or (b) the amount of cash expenditures (other than grantee contributions) made by the grantee for project purposes during the grant period. For this purpose, the amount of cash expenditures shall include only expenses which are chargeable to the budget of the grantee and which are determined by the grant officer to be allowable costs under the applicable provisions of subpart 1-15.3 of the Federal Procurement Regulations (41 CFR 1-15.3).

5. USE OF GRANT FUNDS

Grant funds shall be expended only for the purpose and activities of the approved project. Adjustments within the approved budget may be made by the principal investigator/doctoral candidate, with the approval of the grantee without prior approval by the grant officer, provided the total expenditures do not exceed the amount of the grant and the total pay and rate of pay of the principal investigator/ doctoral candidate are not increased. Expenses which are attributable only in part to this project shall be prorated on a reasonable and consistent basis to determine the amount chargeable to the activities supported by this grant. The following statement, signed by the authorized university or college official, will accompany the final fiscal report:

> "I certify that all payments and expenditures reported are for proper grant purposes and in accordance with the approved budgets set forth in the grant documents."

6. OBLIGATION OF GRANT FUNDS

Grant funds may not be obligated prior to or after the grant period. Obligations outstanding as of the end of the grant period may be liquidated (paid out) after the end of the grant period. Such obligations shall involve only specified commitments for which a need existed during the grant period and which are supported by approved contracts, purchase orders, requisitions, invoices, bills, or other evidence of liability consistent with the grantee's purchasing procedures and incurred within the grant period. All obligations incurred during the grant period shall be liquidated within 3 calendar months after the end of the grant period, if practicable.

7. PAYMENTS UNDER THE GRANT

Payments under the grant will be made as follows:

a. The initial payment will be made in the amount set forth on the cover sheet.

b. Final payment will be made on receipt and acceptance by the grant officer of (1) the reports required under condition 16 below, and (2) a final fiscal statement accounting for all expenditures under this grant.

8. UNOBLIGATED FUNDS

Funds remaining unobligated at the end of the grant period cannot be transferred to another grant. The amount of the free or unobligated balance remaining at the end of the grant period shall be returned to the U.S. Department of Labor when the final report for the grant period is submitted. If savings occur in the liquidation of obligations outstanding at the end of the grant period, these become part of the unobligated balance.

9. TRAVEL EXPENSES

Expenses charged for travel shall be governed by the following:

a. Local travel by public carrier at actual costs and by privately owned automobile at the grantee's usual rate.

b. Out-of-town travel at the actual costs of rail or air fare, plus actual costs of subsistence, but not to exceed those allowable under the customary practice of the grantee except that air travel shall be at less than first class where practicable.

10. SALARIES AND WAGES

The current policies of the grantee institution with respect to administration of salary and wages shall be applied to salaries and wages payable under this grant. The term "administration of salary and wage scales" is interpreted to mean hours of work, overtime rates, outside activities, general wage increases, and individual promotions. Consultants shall be paid at the prevailing rates established by the institution. In exceptional cases where the required caliber of services cannot be obtained at the prevailing rates, a request to pay a higher rate, with justification therefor, shall be submitted to the grant officer for consideration and prior approval before the commitment is made.

11. LEASE-PURCHASE AGREEMENT

The grantees shall not, while using Federal funds in the performance of this grant, lease either real or personal property under terms providing, among other things, for the option to apply rent in whole or in part toward the purchase of the property being leased without prior written consent of the grant officer. Moreover, the grantee agrees to have the substance of this clause inserted in any subcontract or equivalent instrument entered into in performance of the grant.

12. EXPENSES DISALLOWED

No project funds shall be expended for:

a. The purchase of land, or any interest therein; the acquisition or construction of facilities; or the procurement of passenger-carrying vehicles;

b. The cost of meals for employees or officials of the grantee except when in travel status; or

c. Costs incurred before or after the grant period.

13. INTEREST EARNED ON FEDERAL FUNDS

All interest earned on Federal grant funds shall be reported in the financial report for the grant period and shall be returned by check payable to the U.S. Department of Labor.

14. ACCOUNTING FOR PROPERTY

Title to all property furnished by the Government or acquired with grant funds remains in the Government. Upon completion of the project, the grantee shall make a report to ETA itemizing all nonconsumable property acquired with grant funds. The grant officer at that time will determine the disposition to be made of such property.

15. ACCOUNTING PROCEDURES AND AUDIT

Accounting for grant funds will be in accordance with grantee institution accounting practices, consistently applied, regardless of the source of funds. Itemization of all supporting records of grant expenditures, including grantee contributions, must be in sufficient detail to show the exact nature of the expenditures. The Federal Management Circular (FMC) 73-3 dated December 4, 1973, requires that the grantee's contribution to the project shall be not less in proportion to the total actual charges against the grant than the ratio indicated in the approved budget. Records must be available for audit by Government representatives and must be retained for 3 years after expiration of the grant or until grantee is notified by the grant officer that they may be disposed of.

16. REPORTS

Prior to the end of the grant period, grantee shall submit 10 reasonably durable, bound copies of a final research report covering the activities, research findings, implications, conclusions, and recommendations resulting from the project work. A short summary covering these subjects (four or five paragraphs totaling about 300 words) will either be included in or accompany the report. The form, "Standard Title Page for Technical Reports," must be completed and bound into each copy behind the title page. Said final report shall contain, either in the preface or on the title page, the following acknowledgment:

> The material in this project was prepared under Grant No.(s) (enter appropriate ETA numbers) from the Employment and Training Administration, U.S. Department of Labor, under the authority of title III, part B, of the Comprehensive Employment and Training Act of 1973. Researchers undertaking such projects under Government sponsorship are encouraged to express freely their professional judgment. Therefore, points of view or opinions stated in this document do not necessarily represent the official position or policy of the Department of Labor.

Final dissertation reports must be officially acceptable to the faculty member committee and/or other appropriate university official responsible for the candidate's dissertation and must be signed by such persons.

17. QUESTIONNAIRE APPROVAL

No questionnaire or survey plan shall be identified as a Government study or Government-approved study, unless the grantee submits to the grant officer copies of said questionnaires and survey plans for clearance in advance of use, in accordance with the Federal Reports Act of 1942.

18. RIGHTS TO AND DISPOSITION OF DATA

The grantee may publish, cause to be published, or distribute for public consumption any information concerning the results or conclusions of research under this grant, without prior review by the grant officer, provided that such publications contain the acknowledgment required by condition 16 above.

Grantee agrees to furnish 10 copies of each such publication to ETA, and agrees, to the extent that the grantee has power to grant such rights, that the Government may duplicate, use, and disclose in any manner and for any purpose whatsoever, and have others so do, all data procured or reports delivered under this grant. It is understood that the grantee may not be required to disclose material of a confidential nature to the Government even though such material has been collected in the performance of this grant. If the grant results in a book or other copyrightable material, the author is free to copyright the work, but the grantee agrees that the Government reserves a royalty-free, nonexclusive, irrevocable license to reproduce, publish, or otherwise use, and to authorize others to use, all copyrighted material and all material which can be copyrighted resulting from this grant. It is further agreed that in any material prepared under this grant under which a license is reserved to the Government under the preceding sentence, the following language shall be added plainly in the vicinity of the copyright: "Reproduction by the U.S. Government in whole or in part is permitted for any purpose."

19. REVOCATION

a. This grant may be revoked in whole or in part by the grant officer after notice to the grantee, except that a revocation shall not affect any financial commitment which in the judgment of the grant officer had become firm prior to the effective date of the revocation. Upon notice of revocation, the grantee shall make no new commitments and shall cancel and otherwise reduce, insofar as possible, the amount of outstanding commitments and repay to the grant officer, by check payable to the U.S. Department of Labor, the uncommitted balance of all funds that have been paid to the grantee under the terms of the grant.

b. The grantee shall communicate with the grant officer whenever it has reason to believe that circumstances may necessitate revocation of the grant. It is expected that the most common cause for revocation will be inability of the grantee to carry out the program for which the grant was made or inability to adhere to the other conditions set forth in the grant instrument.

20. AVAILABILITY OF THE PRINCIPAL INVESTIGATOR/DOCTORAL CANDIDATE

The availability of the services of the person named in the notice of grant as principal investigator/doctoral candidate is one of the conditions of the grant. Grantee agrees to inform the Government immediately whenever it appears to be impossible for the principal investigator/doctoral candidate to continue to work on the project as planned. Under such circumstances doctoral dissertation grants must be revoked. Small-grant research projects may be revoked or the grantee may nominate a substitute for the principal investigator subject to the approval of the project officer.

21. CONTRACTS

a. Unless otherwise provided herein, prior written approval shall not be required for the purchase, lease, or rental by the grantee of articles, supplies, equipment, and services which are both necessary for and merely incidental to the performance of the work required under this grant, except that the following shall require such prior approval of the grant officer:

(1) Purchase of items of property or equipment having a unit value exceeding $250.

(2) Contracts and purchase orders exceeding 5 percent of the total estimated cost of this grant.

(3) Cost, cost-plus-a-fixed-fee, time-and-material, or labor-hour basis contracts.

(4) The purchase of any motor vehicle or airplane.

Nothing herein, however, shall be deemed to provide for the incurrence of any obligation of the Government in excess of estimated cost set forth in this grant or be construed to constitute a determination of the allowability of such cost. The grantee shall not enter into any agreement, under this grant, which provides for payment on a cost-plus-percentage-of-cost basis.

b. The grantee will give the Government immediate notice in writing of any action or suit filed and prompt notice of any claim made against the grantee by any party with whom the grantee has entered into a subcontract and which, in the opinion of the grantee, may result in litigation related in any way to this grant.

22. EQUAL OPPORTUNITY

The following clause is applicable unless this grant is exempt under the rules, regulations, and relevant orders of the Secretary of Labor (41 CFR, ch. 60).

During the performance of this grant, the grantee agrees as follows:

a. No person with responsibilities in the implementation of said grant will discriminate against any participant, employee, or applicant for employment in conjunction with such grant because of race, color, creed, sex, national origin, political affiliation, or belief. The grantee will take affirmative action to insure that applicants are employed, and that employees are treated during employment, without regard to their race, color, religion, sex, or national origin. Such action shall include, but not be limited to, the following: Employment, upgrading, demotion, or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship. The grantee agrees to post in conspicuous places, available to employees and applicants for employment, notices to be provided by the grant officer setting forth the provisions of this equal opportunity clause.

b. The grantee will state, in all solicitations or advertisements for employees placed by or on behalf of the grantee, that all qualified applicants will receive consideration for employment without regard to race, color, religion, sex, or national origin.

c. The grantee will send to each labor union or representative of workers with which he has a collective bargaining agreement or other contract or understanding a notice, to be provided by the agency grant officer, advising the labor union or workers' representative of the grantee's commitments under this equal opportunity clause and shall post copies of the notice in conspicuous places available to employees and applicants for employment.

d. The grantee will comply with all provisions of Executive Order No. 11246 of September 24, 1965, and of the rules, regulations, and relevant orders of the Secretary of Labor.

e. The grantee will furnish all information and reports required by Executive Order No. 11246 of September 24, 1965, and by the rules, regulations, and orders of the Secretary of Labor, or pursuant thereto, and will permit access to his books, records, and accounts by the Department of Labor and the Secretary of Labor for purposes of investigation to ascertain compliance with such rules, regulations, and orders.

f. In the event of the grantee's noncompliance with the equal opportunity clause of this grant or with any of the said rules, regulations, or orders, this grant may be canceled, terminated, or suspended, in whole or in part, and the grantee may be declared ineligible for further Government grants or contracts in accordance with procedures authorized in Executive Order No. 11246 of September 24, 1965, and such other sanctions may be imposed and remedies invoked as provided in Executive Order No. 11246 of September 24, 1965, or by rule, regulation, or order of the Secretary of Labor, or as otherwise provided by law.

g. The grantee will include the provisions of paragraphs a through g in every subcontract or purchase order unless exempted by rules, regulations, or orders of the Secretary of Labor issued pursuant to section 204 of Executive Order No. 11246 of September 24, 1965, so that such provisions will be binding upon each subcontractor or vendor. The grantee will take such action with respect to any subcontract or purchase order as the Department of Labor may direct as a means of enforcing such provisions, including sanctions for noncompliance. *Provided, however,* that in the event the grantee becomes involved in, or is threatened with, litigation with a subcontractor or vendor as a result of such direction by the contracting agency, the grantee may request the United States to enter into such litigation to protect the interests of the United States.

23. POLITICAL ACTIVITY

No funds provided hereunder shall be used for any partisan political activity or to further the election or defeat of any candidate for public office, and no part of the administration of the program authorized by this grant shall be intermingled with or closely affiliated with any partisan political activity. In addition, it should be noted that employees of public bodies and community action agencies may be subject to limitations on their political activities under the Hatch Act 5, U.S.C. 1502(a), 18 U.S.C. 595.

24. BUY AMERICAN ACT

a. In acquiring end products, the Buy American Act, U.S.C. 10(a)(d) provides that the Government give preference to domestic source end products. For the purpose of this clause:

(1) "Components" mean those articles, materials, and supplies which are directly incorporated in the end products;

(2) "End products" mean those articles, materials, and supplies which are to be acquired under this grant for public use, and

(3) A "domestic source end product" means;

(a) An unmanufactured end product which has been mined or produced in the United States, and

(b) An end product manufactured in the United States if the cost of components thereof which are mined, produced, or manufactured in the United States exceeds 50 percent of the cost of all its components. For the purpose of this a. (3)(b), components of foreign origin of the same type or kind as the products referred to in b. (2) or (3) of this clause shall be treated as components mined, produced, or manufactured in the United States.

b. The grantee agrees that there will be delivered under this grant only domestic source end products, except end products:

(1) Which are for use outside the United States;

(2) Which the Government determines are not mined, produced, or manufactured in the United States in sufficient and reasonably available commercial quantities and of a satisfactory quality;

(3) As to which the Secretary determines the domestic preference to be inconsistent with the public interest; or

(4) As to which the Secretary determines the cost to the Government to be unreasonable.

The foregoing requirements are administered in accordance with Executive Order No. 10582 of December 17, 1954.

25. COVENANT AGAINST CONTINGENT FEES

The grantee warrants that no person or selling agency or other organization has been employed or retained to solicit or secure this grant upon an agreement or understanding for a commission, percentage, brokerage, or contingent fee, excepting bona fide employees or bona fide established commercial or selling agencies maintained by the grantee for the purpose of securing business. For breach or violation of this warranty, the Government shall have the right to annul this grant without liability or, in its discretion, to deduct from the grant award, or consideration, or otherwise recover, the full amount of such commission, percentage, brokerage, or contingent fee.

26. OFFICIALS NOT TO BENEFIT

No member of or delegate to Congress, or resident commissioner, shall be admitted to any share or part of this grant, or to any benefit that may arise therefrom; but this provision shall not be construed to extend to this grant if made with a corporation for its general benefit.

27. DISCLAIMER OF LIABILITY

Liabilities for the project supported by this grant are those of the grantee and not the Federal Government, which assumes no liability with respect to accidents, illnesses, or claims arising out of the grant. Accordingly, the grantee is advised to take such steps to insure or protect itself as it may deem desirable.

28. OTHER CONDITIONS

The grantee agrees to comply with provisions 2—15 as set forth in title VII, sec. 703, CETA, as may be applicable.

C. Excerpt from the
COMPREHENSIVE EMPLOYMENT AND TRAINING ACT OF 1973
Public Law 93-203, 87 Stat. 861

TITLE III —SPECIAL FEDERAL RESPONSIBILITIES

Part B—Research, Training, and Evaluation

RESEARCH

SEC. 311.(a) To assist the Nation in expanding work opportunities and assuring access to those opportunities for all who desire it, the Secretary shall establish a comprehensive program of manpower research utilizing the methods, techniques, and knowledge of the behavioral and social sciences and such other methods, techniques, and knowledge as will aid in the solution of the Nation's manpower problems. This program will include, but not be limited to, studies, the findings of which may contribute to the formulation of manpower policy; development or improvement of manpower programs; increased knowledge about labor market processes; reduction of unemployment and its relationships to price stability; promotion of more effective manpower development, training, and utilization; improved national, regional, and local means of measuring future labor demand and supply; enhancement of job opportunities; skill training to qualify employees for positions of greater skill, responsibility, and remuneration; meeting of manpower shortages; easing of the transition from school to work, from one job to another, and from work to retirement, opportunities and services for older persons who desire to enter or reenter the labor force, and for improvements of opportunities for employment and advancement through the reduction of discrimination and disadvantage arising from poverty, ignorance, or prejudice.

(b) The Secretary shall establish a program of experimental, developmental, demonstration, and pilot projects, through grants to or contracts with public or private nonprofit organizations, or through contracts with other private organizations, for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting the manpower, employment, and training problems; however, nothing in this subsection shall authorize the Secretary to carry out employment programs experimenting with subsidized wages in the private sector or with wages less than those established by the Fair Labor Standards Act of 1938, as amended, for employment subject to that Act. In carrying out this subsection with respect to programs designed to provide employment and training opportunities for low-income people, the Secretary shall consult with such other agencies as may be appropriate. Where programs under this section require institutional training, appropriate arrangements for such training shall be agreed to by the Secretary of Labor and the Secretary of Health, Education, and Welfare.

(c) The Secretary is authorized to conduct, either directly or by way of contract, grant, or other arrangement, a thorough evaluation of all programs and activities conducted pursuant to this Act to determine the effectiveness of such programs and activities in meeting the special needs of disadvantaged, chronically unemployed, and low-income persons for meaningful employment opportunities and supportive services to continue or resume their education and employment and to become more responsible and productive citizens.

(d) The Secretary shall conduct such research and investigations as give promise of furthering the objectives of this Act either directly or through grants, contracts, or other arrangements.

INDEXES

A. Index of Contract and Grant Numbers

B. Index of Contractor and Grantee Organizations

C. Index of Individuals Associated with Contracts and Grants

D. Index of Research Subjects

A.—INDEX OF CONTRACT AND GRANT NUMBERS

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter.)

A20-11-76-1 .... 3-002, 4-002
B2C-5415 2-105
ILAB 73-06 6-025
ILAB 73-08 6-039
ILAB 74-01 6-041
ILAB 74-11 6-048
ILAB 74-12 6-035
ILAB 74-14 6-033
ILAB 74-15 6-007
ILAB 74-16 6-010
ILAB 74-17 6-011
ILAB 74-18 6-005
ILAB 74-19 6-006
ILAB 74-22 6-017
ILAB 74-23 6-015
ILAB 74-24 6-029
ILAB 74-25 6-001
ILAB 74-26 6-047
ILAB 75-04 6-009
ILAB 75-13 6-004
ILAB 75-15 6-022
ILAB 75-17 6-026
ILAB 75-25 6-023
ILAB 76-03 6-043
ILAB 76-07 6-045
ILAB 76-08 6-040
ILAB 76-10 6-042
ILAB 76-14 6-044
J9K60002 6-019
J9K60003 6-018
J9K60004 6-046
J9K60005 6-002
J9K60006 6-016
J9K60012 6-036
J9K60014 6-031
J9K60015 6-008
J9K60016 6-014
J9K60017 6-020
J9K60018 6-013
J9K60019 6-012
J9K60020 6-003
J9K60021 6-024
J9K60025 6-037
J9K60027 6-032
J9K60028 6-038
J9K60029 6-028
J9K60030 6-034
J9K60031 6-021
J9K60032 6-030
J9K60033 6-027
OEO 61202 3-036
11-34-74-01 3-043
12-41-74-01 2-042
12-25-74-02 2-034
12-09-74-03 2-036
12-49-74-04 2-044
12-06-74-05 2-040
12-13-74-06 2-033
12-39-74-07 2-041
12-26-74-08 2-035
12-06-74-09 2-043
12-22-74-10 2-039
12-42-74-11 2-095
20-11-73-02 2-003
20-11-73-04 1-023
20-11-73-06 3-012
20-47-73-18 2-080
20-11-73-25 2-077
20-36-73-27 1-060
20-49-74-03 2-053
20-06-74-12 2-078
20-42-74-14 2-103
20-11-74-15 3-021
20-11-74-16 3-065
20-11-74-17 3-044
20-11-74-18 1-043
20-42-74-19 2-134
20-11-74-21 3-029
20-36-74-22 1-032
20-34-74-23 3-043
20-11-74-28 1-062
20-42-74-34 1-044
20-25-75-01 2-125
20-25-75-02 1-046
20-11-75-06 2-015
20-11-75-07 1-043
20-06-75-08 1-019
20-42-75-09 2-109
20-06-75-11 2-004
20-47-75-12 2-008
20-25-75-13 2-021
20-36-75-15 2-075
20-51-75-34 2-057
20-13-75-38 2-115
20-11-75-39 1-050
20-25-75-42 1-038
20-42-75-43 1-040
20-48-75-44 2-133
20-42-75-45 1-028
20-13-75-46 2-132
20-11-75-47 1-041
20-06-75-48 1-039
20-11-75-50 1-031
20-39-76-04 3-031
20-24-76-06 1-060
20-11-76-08 4-012
20-11-76-10 1-048
20-11-76-12 2-138
20-06-76-13 1-058
20-11-76-31 1-033
20-11-76-37 2-020
20-11-76-47 3-048
20-06-76-51 3-025
20-51-76-53 3-015
20-11-76-54 1-061
20-04-76-55 3-011
20-48-76-56 3-051
20-24-76-69 1-015
21-11-73-02 3-028
21-11-73-03 2-139
21-36-73-04 3-005
21-42-73-05 3-001
21-06-73-06 2-030
21-42-73-07 3-062
21-36-73-08 3-064
21-27-73-09 2-128
21-11-73-10 1-023
21-11-73-12 2-049
21-36-73-13 4-007
21-55-73-15 1-054
21-25-73-18 3-010
21-42-73-20 1-057
21-24-73-21 1-053
21-55-73-22 3-066
21-24-73-23 2-121
21-37-73-25 3-045
21-34-73-27 3-018
21-11-73-28 1-021
21-08-73-29 2-022
21-36-73-30 3-027
21-11-73-31 1-052
21-11-73-32 2-129
21-11-73-34 1-027
21-25-73-36 3-013
21-36-73-37 1-056
21-01-73-38 2-131
21-36-73-39 2-054
21-11-73-40 2-074
21-42-73-41 3-006
21-21-73-42 1-016
21-42-73-43 3-041
21-11-73-44 1-001
21-48-73-45 3-004
21-51-73-46 3-022
21-36-73-47 1-012
21-17-73-48 1-017
21-29-73-49 4-015
21-06-73-50 4-001
21-36-73-51 3-005
21-26-73-52 3-037
21-48-74-01 2-110
21-48-74-03 3-055
21-06-74-06 2-070
21-21-74-08 3-030
21-11-74-09 4-014
21-42-74-10 3-016
21-42-74-11 3-023
21-29-74-12 3-040
21-26-74-13 3-067
21-09-74-14 3-069
21-25-74-15 2-124
21-26-74-16 3-057
21-06-74-18 1-002
21-36-74-19 3-008
21-42-74-20 3-042
21-26-74-21 1-047
21-12-74-22 2-068
21-36-74-23 3-026
21-48-74-24 3-024
21-06-74-25 1-035
21-24-74-26 3-007
21-21-74-27 3-033
21-11-74-28 1-013
21-27-74-29 2-140
21-55-74-30 3-054
21-11-74-31 2-097
21-25-74-33 1-006
21-26-74-34 2-123
21-09-74-35 1-004
21-11-74-36 1-030
21-42-75-01 2-065

A.—Index of Contract and Grant Numbers

21-48-75-02 ... 1-003
21-42-75-06 ... 3-071
21-48-75-07 ... 3-017
21-44-75-08 ... 4-005
21-17-75-09 ... 2-059
21-39-75-10 ... 1-009
21-34-75-12 ... 4-004
21-42-75-13 ... 1-036
21-51-75-14 ... 2-047
21-11-75-15 ... 3-046
21-11-75-16 ... 3-059
21-36-75-17 ... 3-049
21-12-75-18 ... 3-056
21-11-75-19 ... 2-127
21-36-75-20 ... 3-005
21-26-76-13 ... 3-019
21-36-76-01 ... 3-003
21-42-76-04 ... 3-038
21-24-76-05 ... 2-111
21-11-76-06 ... 2-056
21-36-76-07 ... 2-114
21-11-76-08 ... 1-014
21-34-76-10 ... 4-003
21-55-76-11 ... 3-050
21-46-76-12 ... 3-034
21-39-76-14 ... 3-058
21-36-76-15 ... 2-018
21-11-76-16 ... 2-002
21-06-76-17 ... 2-027
21-36-76-18 ... 3-005
21-11-76-19 ... 1-049
21-01-76-21 ... 3-047
31-25-74-01 ... 5-001
31-36-74-02 ... 5-005
31-54-74-03 ... 5-013
31-47-74-04 ... 5-003
31-26-74-05 ... 5-007
31-48-74-06 ... 5-002
31-29-74-07 ... 5-004
31-49-74-08 ... 5-012
31-06-74-09 ... 5-011
31-41-74-10 ... 5-009
31-37-74-11 ... 5-006
31-48-74-12 ... 5-010
31-40-74-13 ... 5-008
33-36-75-01 ... 2-045
41-4-001-11 ... 4-011
41-1-001-27 ... 2-009
41-2-002-27 ... 2-136
41-0-003-09 ... 2-012
41-2-003-11 ... 2-028
41-9-004-23 ... 2-071
41-9-005-32 ... 2-104
42-1-004-36 ... 2-006
42-06-71-01 ... 2-007
42-11-72-06 ... 2-010
42-29-72-07 ... 2-016
42-06-72-08 ... 1-018
42-25-72-10 ... 2-071
42-47-73-01 ... 2-008, 2-011
42-36-73-02 ... 2-130
42-36-73-03 ... 2-001
42-27-73-07 ... 3-053
42-06-74-01 ... 2-014
42-11-74-02 ... 2-019
42-06-74-04 ... 2-091
42-22-74-05 ... 2-039
42-34-74-06 ... 2-037
42-34-74-07 ... 2-038
42-25-74-08 ... 1-006
42-06-74-13 ... 2-043
51-15-69-08 ... 2-085
51-24-69-10 ... 2-083
51-37-69-11 ... 2-084
51-36-71-02 ... 2-088
51-42-72-02 ... 2-095
51-11-72-04 ... 2-101
51-36-72-06 ... 2-089
51-26-72-07 ... 2-099
51-13-72-10 ... 3-020
51-11-73-02 ... 2-086
51-25-73-03 ... 2-100
51-55-73-04 ... 4-013
51-42-73-05 ... 2-095
51-06-73-06 ... 4-016
51-06-73-07 ... 2-098
51-06-73-08 ... 2-093
51-27-73-09 ... 2-090
51-41-74-01 ... 2-086
51-36-75-01 ... 2-096
51-11-75-02 ... 2-112
51-27-75-03 ... 2-082
51-11-75-04 ... 2-102
51-36-76-03 ... 2-081
51-17-76-04 ... 2-092
51-17-76-05 ... 2-094
51-12-76-06 ... 2-087
71-24-70-02 ... 1-025
71-34-70-04 ... 1-012
71-25-71-02 ... 1-024
71-36-71-03 ... 3-010
71-06-72-01 ... 1-026
71-25-72-06 ... 1-020
81-34-28 ... 3-012
81-08-38 ... 3-012
81-09-66-27 ... 2-120
81-09-66-31 ... 4-010
81-37-68-21 ... 3-012
81-37-69-15 ... 3-012
81-09-69-23 ... 4-006
81-23-70-08 ... 3-039
81-37-70-18 ... 3-012
81-09-70-19 ... 3-065
81-46-70-24 ... 3-032
81-36-71-01 ... 3-005
81-11-71-09 ... 4-010
81-11-71-10 ... 2-017
81-11-71-11 ... 4-009
81-11-71-16 ... 3-063
81-06-72-01 ... 2-025
81-11-72-04 ... 3-072
81-26-72-05 ... 3-070
81-06-72-09 ... 3-061
81-11-72-16 ... 4-009
82-01-07 ... 2-131
82-01-67-36 ... 2-131
82-46-68-42 ... 2-024
82-09-68-43 ... 2-113
82-09-68-44 ... 3-009
82-01-69-06 ... 2-131
82-06-69-11 ... 2-106
82-34-69-21 ... 2-130
82-46-69-22 ... 2-122
82-34-69-34 ... 2-069
82-34-69-41 ... 2-067
82-34-69-44 ... 2-079
82-34-70-04 ... 2-063
82-09-70-07 ... 2-113
82-26-70-12 ... 2-118
82-24-70-13 ... 2-119
82-06-70-19 ... 2-106
82-15-70-22 ... 1-037
82-24-70-23 ... 1-005
82-05-70-28 ... 2-062
82-34-70-29 ... 2-064
82-48-70-30 ... 2-029
82-34-70-31 ... 2-073
82-22-70-35 ... 2-076
82-37-71-04 ... 2-116
82-36-71-07 ... 2-130
82-36-71-09 ... 2-031
82-25-71-10 ... 2-013
82-11-71-11 ... 1-045
82-11-71-14 ... 2-117
82-36-71-17 ... 1-045
82-48-71-18 ... 2-048
82-17-71-19 ... 2-066
82-25-71-21 ... 2-055
82-11-71-23 ... 2-137
82-11-71-25 ... 2-061
82-04-71-27 ... 1-055
82-29-71-34 ... 2-005
82-25-71-39 ... 2-023
82-17-71-40 ... 2-050
82-11-71-42 ... 3-035
82-26-71-44 ... 3-037
82-11-71-45 ... 2-141
82-37-71-47 ... 1-007
82-17-71-48 ... 2-051
82-11-72-02 ... 2-143
82-41-72-03 ... 1-010
82-08-72-07 ... 2-106
82-42-72-08 ... 2-107
82-11-72-11 ... 2-046
82-11-72-12 ... 2-113
82-11-72-15 ... 2-108
82-39-72-21 ... 3-012
82-11-72-23 ... 2-137
88-47-72-02 ... 2-144
89-11-71-01 ... 2-052
89-39-72-01 ... 2-142
89-24-72-02 ... 2-052
91-23-67-57 ... 2-071
91-34-67-58 ... 5-264
91-35-68-15 ... 5-045
91-23-68-27 ... 5-226
91-24-68-29 ... 5-267
91-24-68-41 ... 5-246
91-46-68-48 ... 5-274
91-05-69-01 ... 5-215
91-23-69-20 ... 5-260
91-27-69-24 ... 5-198
91-24-69-25 ... 5-155
91-34-69-30 ... 5-233
91-09-69-31 ... 5-273
91-27-69-38 ... 5-046
91-34-69-50 ... 5-063
91-32-69-66 ... 5-031
91-34-69-67 ... 5-131
91-34-70-06 ... 5-197
91-15-70-07 ... 5-275
91-53-70-08 ... 5-089
91-15-70-12 ... 5-258
91-05-70-13 ... 5-026
91-46-70-35 ... 5-176
91-09-70-36 ... 5-262
91-05-70-37 ... 5-247
91-32-70-41 ... 5-059
91-05-70-44 ... 5-269
91-24-70-51 ... 5-160
91-37-70-55 ... 5-053
91-23-70-60 ... 5-037
91-34-70-62 ... 5-028
91-34-70-63 ... 5-063
91-34-71-02 ... 5-241
91-25-71-04 ... 5-194
91-25-71-08 ... 5-134
91-06-71-09 ... 5-077
91-36-71-13 ... 5-153
91-25-71-14 ... 5-144
91-26-71-16 ... 5-057
91-11-71-20 ... 5-169
91-17-71-22 ... 5-156
91-36-71-23 ... 5-187
91-25-71-24 ... 5-159
91-06-71-27 ... 5-072
91-09-71-28 ... 5-139
91-06-71-30 ... 5-026
91-11-71-32 ... 5-249
91-29-71-36 ... 5-078
91-25-71-38 ... 5-161
91-09-71-42 ... 5-106

91-36-71-45	5-167
91-26-71-46	5-096
91-26-71-47	5-112
91-17-71-48	5-061
91-29-71-50	5-218
91-36-71-52	5-014
91-12-71-53	5-117
91-48-72-05	5-120
91-48-72-10	5-251
91-26-72-11	5-079
91-26-72-12	5-254
91-25-72-18	5-134
91-18-72-19	5-240
91-06-72-21	5-166
91-26-72-22	5-111
91-26-72-23	5-223
91-26-72-24	5-151
91-55-72-27	5-278
91-06-72-28	5-230
91-09-72-29	5-211
91-29-72-30	5-115
91-36-72-31	5-025
91-17-72-32	5-259
91-36-72-34	5-028
91-36-72-35	5-203
91-13-72-36	5-256
91-48-72-37	5-101
91-06-72-38	5-184
91-36-72-39	5-180
91-11-72-40	5-285
91-29-72-41	5-029
91-36-72-42	5-216
91-06-72-43	5-145
91-24-72-44	5-257
91-06-72-45	5-277
91-25-72-46	5-220
91-41-72-47	5-100
91-47-72-48	5-119
91-55-72-49	5-066
91-24-72-50	5-170
91-36-73-01	5-271
91-06-73-02	5-054
91-06-73-03	5-082
91-55-73-04	5-253
91-55-73-05	5-016
91-17-73-06	5-191
91-36-73-07	5-080
91-25-73-09	5-239
91-12-73-10	5-183
91-26-73-11	5-125
91-36-73-12	5-167
91-36-73-13	5-036
91-55-73-14	5-190
91-42-73-16	5-196
91-25-73-17	5-164
91-36-73-18	5-186
91-26-73-19	5-055
91-53-73-20	5-168
91-42-73-21	5-039
91-25-73-22	5-204
91-06-73-23	5-173
91-55-73-24	5-024
91-49-73-25	5-023
91-25-73-26	5-127
91-48-73-27	5-207
91-06-73-28	5-070
91-36-73-29	5-030
91-13-73-30	5-172
91-25-73-31	5-152
91-42-73-32	5-279
91-42-73-33	5-128
91-06-73-34	5-095
91-48-73-35	5-286
91-24-74-01	5-094
91-39-74-02	5-235
91-26-74-03	5-068
91-06-74-04	5-065
91-06-74-05	5-177
91-25-74-06	5-104
91-42-74-07	5-050
91-27-74-08	5-148
91-36-74-09	5-049
91-26-74-10	5-035
91-55-74-11	5-206
91-34-74-12	5-212
91-17-74-13	5-021
91-44-74-14	5-076
91-17-74-15	5-222
91-06-74-16	5-075
91-39-74-17	5-132
91-09-74-18	5-015
91-55-74-19	5-052
91-36-74-20	5-048
91-25-74-21	5-129
91-25-74-22	5-110
91-53-74-23	5-224
91-26-74-24	5-272
91-48-74-25	5-286
91-30-74-26	5-245
91-25-74-27	5-069
91-26-74-28	5-118
91-17-74-29	5-268
91-55-74-30	5-213
91-09-74-31	5-243, 5-244
91-17-74-32	5-284
91-40-74-33	5-231
91-42-74-34	5-263
91-27-74-35	5-280
91-48-74-36	5-133
91-25-74-37	5-088
91-51-74-38	5-092
91-44-74-39	5-060
91-36-74-40	5-108
91-25-74-41	5-042
91-36-74-42	5-038
91-25-74-43	5-056
91-48-74-44	5-276
91-53-74-45	5-124
91-29-74-46	5-147
91-25-74-47	5-162
91-24-74-48	5-149
91-17-75-01	5-225
91-17-75-02	5-064
91-27-75-03	5-087
91-36-75-04	5-189
91-24-75-05	5-193
91-06-75-06	5-208
91-18-75-07	5-040
91-24-75-08	5-209
91-36-75-09	5-033
91-29-75-10	5-143
91-25-75-11	5-121
91-05-75-12	5-219
91-29-75-13	5-093
91-36-75-14	5-044
91-25-75-15	5-126
91-41-75-16	5-138
91-25-75-17	5-102
91-19-75-18	5-232
91-26-75-19	5-123
91-17-75-20	5-142
91-08-75-21	5-122
91-37-75-22	5-086
91-26-75-23	5-019
91-06-75-24	5-062
91-06-75-25	5-154
91-19-75-26	5-244
91-26-75-27	5-270
91-26-75-28	5-236
91-25-75-29	5-150
91-36-75-30	5-201
91-22-75-31	5-071
91-26-75-32	5-091
91-25-75-33	5-098
91-09-75-34	5-105
91-09-75-35	5-067
91-26-75-37	5-199
91-26-75-38	5-116
91-25-75-39	5-174
91-36-75-40	5-020
91-25-75-41	5-261
91-25-75-42	5-192
91-51-75-43	5-202
91-06-76-01	5-221
91-09-76-02	5-083
91-36-76-03	5-084
91-36-76-04	5-171
91-09-76-05	5-157
91-24-76-06	5-137
91-55-76-07	5-041
91-06-76-08	5-099
91-36-76-09	5-141
91-24-76-10	5-136
91-51-76-11	5-085
91-06-76-12	5-188
91-36-76-13	5-017
91-55-76-14	5-195
91-55-76-15	5-113
91-25-76-16	5-074
91-26-76-17	5-175
91-26-76-18	5-234
91-26-76-19	5-034
91-55-76-20	5-181
91-29-76-21	5-146
91-06-76-22	5-135
91-17-76-23	5-058
91-53-76-24	5-107
91-37-76-25	5-237
91-49-76-26	5-163
91-17-76-27	5-114
91-06-76-28	5-283
91-25-76-29	5-210
91-26-76-30	5-250
91-55-76-31	5-047
91-36-76-32	5-018
91-36-76-33	5-103
91-26-76-34	5-043
91-37-76-35	5-255
91-09-76-36	5-051
91-25-76-37	5-027
91-55-76-38	5-109
91-36-76-39	5-266
91-36-76-40	5-179
91-25-76-41	5-073
91-36-76-42	5-140
91-25-76-43	5-090
91-09-76-44	5-217
91-55-76-45	5-097
91-47-76-46	5-130
91-48-76-47	5-238
91-11-76-48	5-248
91-41-76-49	5-282
91-42-76-50	5-022
91-26-76-51	5-228
91-25-76-52	5-252
91-37-76-53	5-185
91-09-76-54	5-032
91-55-76-56	5-214
91-34-76-57	5-182
91-06-76-58	5-165
91-39-76-61	5-229
91-29-76-62	5-158
91-17-76-63	5-178
91-55-76-64	5-200
91-17-76-65	5-265
91-26-76-66	5-205
91-55-76-67	5-242
91-10-76-68	5-281
91-26-76-69	5-081
91-55-76-70	5-227
92-15-69-22	1-037
92-34-70-16	1-029
92-53-70-17	2-060

92-25-72-03 1-042
92-11-72-05 2-058
92-18-72-08 1-034
92-36-72-12 2-032
92-06-72-14 3-014
92-49-72-16 1-008
92-11-72-21 1-051
92-36-72-23 3-068
92-49-72-24 3-060
92-42-72-26 2-072
92-06-72-27 1-059
92-36-72-28 4-008
92-42-72-29 2-026
92-36-72-30 1-022
92-11-72-32 2-126
92-26-72-33 1-005
92-26-72-35 3-052
92-11-72-36 3-009
92-24-72-37 2-052

B.—INDEX OF CONTRACTOR AND GRANTEE ORGANIZATIONS

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter.)

A

Abt Associates, Inc 1-038, 2-021
American Agricultural Economics Association 1-016
American Association for Health, Physical Education, and Recreation 2-028
American Bar Association 2-127, 2-129, 2-143
American Correctional Association 2-052
American Institutes for Research 2-103
American Jewish Committee 3-068
American University, The 5-285
Analytic Systems, Inc 1-041
Anna Mental Health and Development Center 2-092
Arizona, The University of 1-055, 3-011
Atlanta Urban League 2-033
Atomic Energy Commission, U.S. 2-080

B

Battelle Memorial Institute 2-142
Boeing Computer Services, Inc 1-031, 6-009
Boston College 5-088, 5-121, 5-127, 5-161, 6-038
Boston University 5-001, 5-090, 5-252
Brandeis University 2-100, 5-027, 5-194
Bridgeport, City of, Office of the Mayor 1-004
Brookings Institution, The 6-045
Brown University 5-060, 5-076
Bryn Mawr College 5-039, 5-196
Bureau of Labor Statistics 1-023, 1-045, 3-048, 3-063, 3-065, 4-009
Bureau of Social Science Research, Inc 2-086, 2-101, 2-120, 2-141, 5-249, 5-273
Bureau of the Census 3-012, 3-021

C

California State Personnel Board 2-030, 2-062
California, State of, Human Resources Development Department 1-026
California, University of Southern 2-098
California, University of, Berkeley 2-025, 2-027, 2-091, 5-026, 5-054, 5-065, 5-070, 5-075, 5-077, 5-082, 5-135, 5-165, 5-166, 5-173, 5-177, 5-208, 5-215, 5-247, 5-283
California, University of, Los Angeles 33-061, 5-062, 5-095, 5-099, 5-145, 5-184, 5-221 ....
California, University of, Riverside 5-219
Camil Associates, Inc 1-028, 1-040, 1-044
Carnegie-Mellon University 3-041, 3-042, 5-263, 5-279
Case Western Reserve University 2-084, 5-132
Census, The Bureau of—See Bureau of the Census ....
Center for Applied Manpower Research 1-035, 1-058, 2-070
Center for Community Change 3-046
Center for Governmental Studies 1-001
Center for Policy Research, Inc. 3-008, 3-027
Center for Quantative Sciences Market Facts, Inc. 6-016
Center for Research on the Acts of Man 2-095, 3-062
Center for the Study of Public Policy 2-015
Charles River Associates, Inc 6-006, 6-018, 6-032, 6-043
Chicago State University 5-225
Chicago, Mayor's Council of Manpower and Economic Advisors 1-017
Chicago, The University of 2-050, 2-085, 5-061, 5-156, 5-259, 5-265
Civil Service Commission, U.S. 1-043
Claremont Graduate School 3-014, 5-154, 5-277
Colorado State University 2-022, 2-106, 5-122
Columbia University 1-012, 1-029, 1-056, 3-005, 5-028, 5-049, 5-063, 5-080, 5-084, 5-186, 5-187, 5-197, 5-201, 5-203, 5-264, 6-007
Commerce, U.S. Department of—See Bureau of the Census ....
Connecticut, University of 5-083
Contract Research Corporation 1-046, 2-125
Cornell University 2-054, 2-088, 2-096, 5-033, 5-103, 5-131, 5-140, 5-171, 5-179, 5-216, 5-233, 5-266, 6-013

D

Data Resources, Inc 6-012, 6-025
Defense, U.S. Department of 4-006
Delaware, University of 5-281
Detroit, City of, Mayor's Office of Manpower 2-035
Developing World Industry and Technology, Inc. 6-026, 6-027
Development Associates, Inc. 2-003
Development Systems Corporation 2-051
District of Columbia Commission on the Status of Women 2-058
Duke University 5-045, 5-185, 5-237

E

Educational Testing Service 1-043, 2-076, 2-104, 4-003, 4-004
Employment and Training Administration, Region IV 2-115
Employment and Training Administration, Region IX 1-019
Employment Service, U.S. 2-122

Employment Standards Administration 2-077

Evaluation Technology Corporation 2-007

F

Federal Interagency Committee on Education, U.S. Office of Education 4-011

Florida International University 2-068

Florida State University, The 5-117

Florida, University of 5-183

Fordham University 3-026

Frederick Burk Foundation for Education 6-010

G

George Washington University, The 2-010, 2-012, 2-019, 5-169

Georgetown University 2-139, 3-059

Georgia Department of Labor 2-132

Georgia State University 3-020, 6-023

Georgia, University of 5-256

Graham Associates, Inc. 2-014

Greater Hartford Process, The, Inc 2-036

H

Harvard University—See also Joint Center for Urban Studies, Harvard University and Massachusetts Institute of Technology 1-042, 2-017, 3-010, 3-039, 5-037, 5-042, 5-056, 5-073, 5-074, 5-098, 5-104, 5-126, 5-134, 5-151, 5-152, 5-159, 5-162, 5-276

Health, Education, and Welfare, U.S. Department of 2-112

Houston Vocational Guidance 2-024

Houston, University 5-238

Houston, University of 3-072, 5-002, 5-120, 5-274

Howard University 5-248, 5-262, 6-008

Human Interaction Research Institute 1-059

Human Resources Research Organization 3-022

Humanic Designs Division, Information Science Corporation 2-063

I

Illinois Bureau of Employment Security 1-037

Illinois, The University of 5-058, 5-114

Illinois, The University of, at Urbana-Champaign 5-021, 5-142, 5-191, 5-222, 5-268

Impact, Inc 2-082, 2-094

Indiana University Foundation 5-040

Institute for Behavioral Research in Creativity 1-050

Institute of Public Administration 1-045, 2-079, 4-008

Interstate Conference of Employment Security Agencies, Inc 1-030

Interstudy, Welfare Policy Division 2-090

Iowa State University 5-232, 5-244

J

Jewish Employment and Vocational Services, Inc 2-107, 2-109

Job Corps Health Unit 2-117

Johns Hopkins University, The 2-121, 5-094, 5-136, 5-137, 5-149, 5-170, 5-209, 5-257

Joint Center for Urban Studies, Harvard University 1-020

Joint Committee for Cannery Industry Training Program, Inc. 2-078

K

Kearney Management Consultants 6-042

Kentucky Research Foundation, The University of 3-033

Kentucky, The University of 3-030

Kirschner Associates, Inc. 1-033

Kramer, Leo, Inc 3-044

L

Labor Agency for Community Service, Inc. 2-111

Labor, U.S. Department of—See also Bureau of Labor Statistics; Employment Service, U.S.; Employment Standards Administration; Women's Bureau 6-048, 6-049

Lawrence Berkeley Laboratory 1-019

Legal Resources, Inc. 2-097

Linton and Company, Inc. 3-029

Louisiana State University, Baton Rouge 5-071

M

Macro Systems, Inc. 1-015

Management Consultants Unlimited, Inc. 4-012

Manpower and Education Research Associates 2-057

Manpower Demonstration Research Corporation 2-045

Manpower Management Institute 2-074

Manpower Research Projects, Inc. 2-002

Manpower Science Services, Inc 1-005

Maryland, University of 1-053, 3-007, 5-193

Massachusetts Advocacy Center 2-124

Massachusetts Institute of Technology—See also Joint Center for Urban Studies, Harvard University and Massachusetts Institute of Technology 1-006, 1-020, 1-024, 3-013, 5-102, 5-110, 5-129, 5-144, 5-150, 5-164, 5-192, 5-210, 5-220, 6-041

Massachusetts, State of, Technical Development Corporation 2-034

Massachusetts, University of 5-069, 5-174, 5-226, 5-239, 5-260

Massachusetts, University of, Boston 5-261

Mathematica Policy Research 3-043

Mathematica, Inc. 2-045, 2-138

Memphis and Shelby County, Health and Welfare Planning Council of 2-144

Memphis Board of Education 2-011

Memphis State University 5-003

Metropolitan Applied Research Center, Inc. 2-001

Michigan State University 3-037, 5-019, 5-034, 5-091, 5-155, 5-234, 5-270, 5-272

Michigan, The University of 1-025, 1-047, 2-083, 2-099, 3-052, 3-057, 3-067, 3-070, 5-035, 5-043, 5-055, 5-057, 5-068, 5-079, 5-081, 5-096, 5-111, 5-112, 5-118, 5-123, 5-125, 5-160, 5-175, 5-199, 5-205, 5-223, 5-228, 5-236, 5-246, 5-250, 5-254, 6-017, 6-044

Minnesota, University of 2-128, 3-053, 5-087, 5-148

Mississippi, The University of 3-020, 5-003

Missouri, University of, Columbia 3-040, 5-004, 5-029, 5-093, 5-143

Mobilization for Youth, Inc. 2-130

Montana State University 5-245

Murton Foundation for Criminal Justice, The, Inc. 2-140

N

Nathan Associates, Robert R., Inc. 3-035

National Academy of Sciences—National Research Council 1-051, 1-052
National Bureau of Economic Research 6-024
National Child Day Care Association, Inc. 2-113
National Commission for Manpower Policy 3-002, 4-002
National Commission on Resources for Youth, Inc 2-006
National Committee for Careers in the Medical Laboratory 2-076
National Committee on Employment of Youth 2-064
National Council on Crime and Delinquency 2-126
National Council on Employment Policy 4-010
National Health Council, Inc. 2-018
National Joint Apprenticeship and Training Committee for Operating Engineers 2-049
National Planning Association 1-027, 3-028
National Restaurant Association 2-066
National Rural Center, The 2-056
National Tool, Die and Precision Machining Association 2-046
Native American Consultants, Inc 3-015
Nebraska, University of 5-172
New Careers Systems Institute 2-067
New Jersey, State of, Department of Labor and Industry 6-047
New Orleans, City of 2-039
New Trans Century Foundation 4-012
New York University 2-089, 5-030, 5-038, 5-141, 5-153, 5-271, 6-005
New York, Hunter College of the City University of 3-064
New York, State University of 5-044
New York, The City University of 4-007, 5-048
New York, The City University of, Brooklyn College 3-003
New York, The Research Foundation of The City University of 2-069
New York, The Research Foundation of The State University of, at Albany 5-025
New York, The State University of, at Buffalo 5-005, 5-036
Newark Studies, Office of, State of New Jersey 2-038
North Carolina Agricultural and Technical State University 5-006, 5-255
North Carolina Manpower Development Corporation 1-007, 2-116
North Carolina State University 3-045, 5-086
North Carolina, University of 6-019, 6-020
North Star Research and Development Institute 2-009, 2-136
North Texas State University 5-002, 5-251
Northeastern University 1-006, 2-023, 2-055, 2-071
Northern Michigan University 2-119, 2-123
Northside Center for Child Development 2-001
Northwestern University 5-064, 5-178, 5-258, 5-275, 5-284

O

Oakland University 5-007
Ohio State University Research Foundation, The 3-012
Ohio State University, The 1-009, 3-031, 5-053, 5-229, 5-235, 6-004, 6-028, 6-030
Ohio, State of, Office of Policy Research 2-041
Oklahoma State University 5-008
Oklahoma State University Research Foundation 5-231
Olympus Research Corporation 1-013, 1-021, 2-053
Oregon Board of Education 1-010
Oregon State University 3-034, 5-009
Oregon, University of 5-100
Oriel & Associates, A. E., Ltd. 2-059

P

P/RA Research, Inc. 2-081
Pacific Training and Technical Assistance Corporation 2-093
Pan American University 5-010
Patrick House Drug Abuse and Family Health Center, City of Jersey City 2-037
Pennsylvania State University 3-072, 5-022, 6-015
Pennsylvania, University of 1-057, 2-072, 3-001, 3-006, 5-050, 5-128
Pennsylvania, University of, The Wharton School 2-065
People-to-People Committee for the Handicapped 2-137
Pittsburgh, University of 1-036, 2-026, 6-003
Planning and Human Systems 2-020
Portland State University 5-138, 5-282
Portland, City of, Human Resources Bureau 2-042
Princeton University 3-018, 5-031, 5-059
Public Research Institute of the Center for Naval Analyses, The 2-047, 6-001, 6-002, 6-014, 6-034, 6-039, 6-040
Puerto Rico, University of, Social Research Center 3-026
Purdue Research Foundation 5-240
Purdue University 1-034

R

Rand Corporation, The 4-001
Recruitment and Training Program, Inc 2-075
Rehabilitation Research Foundation 2-131
Rhode Island, University of 4-005
Richardson, Bellows, Henry & Co., Inc 2-102, 2-108
Rochester, University of 5-020, 5-108, 5-167, 5-180, 5-189, 6-021, 6-040
Rutgers, The State University 5-182, 5-212, 5-241

S

Saint Louis University 2-005, 2-016, 5-218
San Francisco State University 5-011
San Francisco, City and County of 1-002
San Francisco, City and County of, Office of Manpower 2-043
School of Business, Auburn University 3-047
Shelley & Co., E. F., Inc 1-032
Shelley Associates, E. F., Inc 1-060
Social Development Corporation 2-061
Social Service Delivery Systems 2-008
South Florida, University of 3-056
Southern University 3-020
Spanish-Speaking Unity Council of Alameda County 2-040
St. Olaf College 5-280
Stanford Research Institute 1-039, 6-046
Stanford University 4-016, 5-072, 5-188, 5-230, 5-269
Synectics Corporation 2-134
Syracuse University 5-014, 5-017, 5-018
Systematic Training and Redevelopment (STAR) 2-118
Systems in Education and Training, Inc 2-087

T

Technical Education Research Center, Inc 2-013
Temple University 3-016, 3-023, 3-038, 3-071
Tennessee, The University of 5-119
Texas A&M University 5-207
Texas Technological University 5-101, 5-286
Texas, Office of the Governor, Criminal Justice Division 2-133
Texas, The University of 2-048, 2-110, 3-004, 3-017, 3-020, 3-024, 3-032, 3-036, 3-051, 3-055, 5-133, 5-176
Texas, The University of, Center for Economic Development 1-003
Tufts University 5-204
Tulane University 6-029

U

U.S.—Agencies and Departments beginning with 'U.S.' are listed elsewhere by individual title
Ultrasystems, Inc 2-004, 2-105
United States Research and Development Corporation 2-073
Urban Institute, The 1-048, 1-049, 3-009, 4-014
Utah State University 3-060
Utah, State of, Office of State Planning Coordinator 2-044
Utah, University of 1-008, 5-012, 5-163

V

Vanderbilt University 5-130
Vera Institute of Justice 2-031, 2-032, 2-114
Vermont, State of, Department of Employment Security 2-029
Virginia Polytechnic Institute and State University 5-092
Virginia, University of 5-085, 5-202

W

Washington State University 5-224
Washington University 4-015, 5-046, 5-078, 5-115, 5-146, 5-147, 5-158, 5-198
Washington, University of 5-107, 5-124
Watts Labor Community Action Committee 1-018
Wayne State University 2-099, 3-019, 5-055, 5-068, 5-116, 5-267
Weber State College 5-023
West Virginia University 5-013
Wharton Econometric Forecasting Associates, Inc 6-035
Wisconsin, State of, Bureau of Human Resources Services 3-050
Wisconsin, State of, Department of Administration 3-054
Wisconsin, State of, Department of Industry, Labor, and Human Relations 2-060, 3-066
Wisconsin, The University of 1-054, 4-013, 5-016, 5-024, 5-041, 5-047, 5-052, 5-066, 5-089, 5-097, 5-113, 5-168, 5-181, 5-190, 5-195, 5-200, 5-206, 5-213, 5-214, 5-227, 5-242, 5-253, 5-278
Wisconsin, The University of, Milwaukee 5-109
Women's Bureau 1-062
Work in America Institute, Inc 3-049
Wyoming, University of 6-033

Y

Yale University 3-058, 3-069, 5-015, 5-032, 5-051, 5-067, 5-105, 5-106, 5-139, 5-157, 5-211, 5-217, 5-243
Yonkers Public Library 1-022

C.—INDEX OF INDIVIDUALS ASSOCIATED WITH CONTRACTS OR GRANTS

(For reference numbers, first digit is chapter number and subsequent digits refer to numerical order of descriptions within each chapter. When a letter appears, it refers to a subproject and follows the project having the same number.)

A

Abernathy, Lewis M 5-002
Abram, Robert A. 2-142
Adams, Gerald F. 6-035
Adams, John F. 3-020
Adamson, Louise 6-010
Akula, John L. 5-134
Alexander, Michael O. 2-079
Allen, Robert E. 5-036
Aller, Curtis C. 1-035, 1-058, 2-070, 5-011
Alnasrawi, Abbus 2-029
Altieri, Paul L. 5-088
Altrogge, Phyllis D. 5-093
Amons, Peter P. 1-057
Anderson, Bernard E. 1-057
Anderson, C. Rand 1-005
Anderson, Carol 2-024
Anderson, Charles 1-043
Anderson, James 6-038
Anderson, Parker C. 1-018
Andrisani, Paul 3-012A, 3-012C, 3-071
Angle, John 5-250
Antos, Joseph R. 3-048
Appelt, Judy Parker 5-176
Applebaum, Stanley 1-032
Archer, Janet 2-121
Atkins, Bruce C 2-132
Autry, George B 1-007
Axilbund, Melvin T 2-127
Azevedo, Ross E. 5-131
Azrin, N. H 2-092

B

Bachman, Jerald G 3-070
Bailis, Lawrence 2-125
Bain, Trevor 3-008, 3-027
Baker, B. R 2-106
Baldwin, Robert E. 6-048
Bale, Malcolm D. 5-016, 5-245
Bamba, Hiroya 5-174
Baranson, Jack 6-026, 6-027
Barbee, J. R 2-106
Barkin, Solomon 5-226, 5-260
Barmack, Judith A. 5-282
Barnes, Clarence H. 5-119
Barrett, Nancy S. 5-285
Barron, John M. 5-060
Barton, Marlin 2-131
Barton, Sam B. 5-251
Bates, Thomas 6-010
Battelle, Peter E. 2-029
Baum, John F. 1-010, 5-089
Baxter, Brent 2-103
Bedrosian, Hrach 2-089
Beehn, Terry A. 3-052
Beggs, Stephen 6-043
Belding, Nancye 2-136
Beller, Andrea H. 5-080
Benham, Harry C. 5-135
Bennett, Donald G. 2-061
Bentley, Marion B. 3-060
Benus, Jacob M. 1-039
Bercini, Deborah H. 3-022
Berger, Chris J. 5-113
Berk, Richard 5-284
Berkove, Gail 5-175
Bernard, S. 2-099
Bernheimer, Richard A. 2-030
Bernstein, Samuel C 1-017
Bertcher, Harvey 1-005
Better, Maurice B 5-255
Beusse, William E. 4-006
Bibb, Robert 5-058
Biderman, Albert D 5-273
Biel, Michael 2-129
Bishop, John H 4-013
Black, Matthew 5-123
Blau, Francine D. 3-012D, 5-159
Block, N. Richard 5-103
Bloom, Susan 1-046
Bluestone, Barry 5-160
Bond, Eric W. 6-021
Bose, Christine E. 5-257
Boskin, Michael J. 4-016, 5-230
Bowers, James E. 2-143
Bowers, Norman 5-143
Brecher, Charles 1-012A, 1-012C, 2-063, 3-005N
Brechling, Frank 5-275, 6-001, 6-034
Breinich, Susan C. 3-012, 3-012C
Brewer, Norma B. 2-131
Brewster, Alan 2-138
Brier, Stephen 5-095
Briggs, Norma 2-060
Brockmeyer, Michael 2-111
Bronfman, Lois Ann Martin 5-100
Broughton, Frank 2-130
Brown, Robert Charles 5-071
Browning, Harley L. 3-004
Buchele, Robert K 5-126
Budde, Norbert W 5-046
Burleson, Erica 2-029
Burleson, Richard A 2-029
Burrows, James C. 6-006,6-032, 6-043
Burtnett, Francis 1-014
Burton, Ellen 5-129

C

Cameron, William 1-040
Cammann, Cortlandt 3-052
Cantu, Rolando V. 5-010
Cardenas, Gilbert 5-142
Carnduff Susan 2-125

Carter, Barbara N 5-112
Cashman, John R 2-029
Cassing, James H 6-003
Caves, Richard E 6-008
Cayton, Paul W 2-131
Chaplin, David 1-062
Chenery, Mary Faeth 1-059B
Cherkasky, Shirley E 2-012, 2-012A
Cherlin, Andrew James 5-221
Chewning, Dave 2-056
Christensen, Laurits R 6-012, 6-025
Christian, Virgil L., Jr 3-033
Clague, Ewan 3-044
Clark, Mamie P 2-001
Clark, Robert 4-010
Cline, William 6-045
Cobb, Sidney 5-223
Cohen, Malcolm S 1-025, 1-047
Cohn, Jules 3-068
Cohn, Richard M 5-043
Cole, C. W 2-106
Coleman, Lee H 2-087
Collins, A. Michael 2-049
Colquitt, Julian O 2-115
Comarow, Murray 1-030
Cook, Philip 2-025A, 2-025E
Copperman, Lois F 5-138
Cornelius, Edwin, III 5-229
Coutts, Robert 3-014
Craft, James A 2-026
Crawford, Everett 1-001
Cronemeyer, Cora S 2-122
Crosslin, Robert L 5-029
Crowder, Norville D 5-045
Cuddy, Caroll 2-121

D

Dacus, Phyllis S 1-060
Dalton, Thomas R 5-183
Danziger, Sheldon H 5-110
Darcy, Robert L 2-022
Dauffenbach, Robert C., Jr 5-191
DaVanzo, Julie 4-001
David, Henry 1-052
Davies, Mary 2-080
Davis, Harry E 3-063
Davis, Joseph M 3-012B
Davis, Otto A 3-042
de Sola Pool, Ithiel 6-041
Dean, Linda 5-278
DeFillippi, Robert 2-121
del Fierro, Alfonso C., Jr 3-030
Delbecq, Andre L 5-242
Delehanty, George E 5-258
deMik, Gary H 2-080
Denzau, Arthur 3-011
Deuterman, William V 1-023
deValera, E. K 2-131
Devine, Eugene 6-039
Dewald, William 6-028
Dhrymes, Phoebus 6-007
Diamond, Daniel E 2-089
Dickinson, Paul T 5-078
Dieka, Anna B 3-005C
Dinney, Michael 5-079
Dixon, Vernon J 5-059
Doeringer, Peter B 1-042, 3-039, 5-252
Drury Thomas F 2-120
Duggan, James E 5-022
Dunbar, Ellen 2-052
Dunham, Randall B 5-200, 5-227
Dunning, Bruce B 2-086, 2-101
Dutka, Anna B 1-012B

E

Eccles, Mary Eisner 5-098
Eckman, Bruce K 2-130
Eddy, Brenda B 3-059
Edelstein, Robert H 3-062
Edwards, Richard C 3-010
Egge, Karl A 3-012A
Ehrenberg, Ronald G 5-239
Eickwork, Kathleen R 2-088
Ellard, Charles J 5-120
Ellison, Robert L 1-050
Elorduy, Mike R 2-078
Enos, Darryl D 3-014
Enright, William J 2-014
Epstein, Robin 2-052
Ericksen, Julia A 5-128
Ericson, Robert 1-038
Erwin, Frank W 2-102, 2-108
Evans, Robert, Jr 2-100

F

Fairchild, Charles K 1-032
Faunce, William A 5-272
Feezell, John 3-014
Feifer, Irwin 2-130
Feinberg, Robert 5-202
Feldesman, James L 2-097
Feldman, Paul 6-002
Fenton, Chester 1-020
Ferman, Louis A 2-099
Fernandez, John P 3-009
Fiks, Alfred 2-107
Finch, Wilbur A., Jr 5-075
Fink, Leon R 5-108
Fisher, Alan A 5-166
Fisher, Franklin G 2-004
Flanagan, Robert J 3-012F, 5-259
Fleisher, Belton M 3-012A, 5-235, 6-004
Foltman, Felician F 2-054
Fox, Andrew 2-008, 2-011
Frank, Linda L 3-069
Frank, Robert 6-013
Frank, Robert H 2-025C, 2-025F
Franklin, David S 2-098
Franklin, William S 2-048, 2-068
Freeberg, Norman E 2-104
Freedman, Marcia K 3-005A
Freeman, Richard 6-013
Freiman, Marc P 5-052
Freimund, Justus 2-126
Friedman, Barry L 2-100
Friedman, Lucy N 2-032

G

Garcia, Fred A 2-003
Garfinkle, Stuart 3-016
Garlock, Jonathan E 5-167
Garvin, Charles D 2-083
Gatewood, Lucian B 5-041
Gay, Robert S 3-003
Gayer, Gordon 2-029
Gemmell, Gordon 6-010
Gerner, Jennifer 3-066
Gery, Frank W 5-280
Geweke, John F 5-087

Gibbons, Christina 2-029
Gill, Flora D 5-072
Gilpatrick, Eleanor G 2-069
Ginnold, Richard 5-195
Ginzberg, Eli 1-056, 3-005, 3-005G, 4-002
Girard, Shirley 2-119
Gitter, Robert J 5-047
Glaser, Edward M 1-059, 1-059A, 1-059B
Gleason, Sandra Elaine 5-034
Glenn, Lowell M 5-169
Glover, Robert W 2-048, 3-032
Gnuschke, John 5-003
Gold, Martin 5-246
Goldberg, Harriet 1-057
Goldberg, Judith 2-021
Goldenberg, I. Ira 2-124
Goldstein, Harold M 2-071
Gomberg, William 3-062
Gordon, David M 3-010
Gordon, Jesse E 1-005
Gordon, Nancy M 5-263, 5-279
Gore, Susan 5-111
Gorham, William A 1-043
Goslin, David 1-052
Gottlieb, David 3-072
Graham, Gary S 2-014
Granick, Leonard P. R 2-067, 2-130
Grasso, John T 3-012C
Greaux, Robert B 2-067
Greco, John M 1-015
Green, Donald 6-046
Green, Ernest 2-075
Greene, Robert J 1-002
Greenston, Peter M 4-014
Greenwald, Carol S 1-062
Greenwald, Howard P 5-070
Greer, Joseph F., Jr 5-218
Gregory, Gregory R 5-238
Gregory, Paul R 5-276
Grenier, William F 3-050
Grey, W. Frank 5-280
Griffin, Larry J 5-136
Grinker, William J 2-045
Grisby, Janet P 5-032
Groves, Robert M 5-118
Gulion, Christiana 2-069
Gupta, Nina 3-052
Gustafson, Thomas Alton 5-067
Gutteridge, Thomas G 5-005, 5-240

H

Hackman, J. Richard 3-069
Hadar, Ilana 5-154
Hagan, Robert J 3-030
Hall, Douglas T 5-178, 5-234
Hall, Robert E 5-247
Hall, Robert T 4-002
Hall, Robert, 3-002
Hallman, Howard W 1-001
Hamermesh, Daniel S 3-018
Hammett, Anne 6-032
Hammond, Reese 2-049
Hampton, Lee R 2-131
Hanes, A. Patrick 3-015
Hankin, Stan 2-121
Hansen, Gary B 3-060
Hansen, Niles M 1-003
Harbison, Frederick H 4-010
Hardin, Einar 5-270
Hardman, William E 2-046
Hargrove, Erwin C 1-048
Harrington, Julius 2-008
Hart, L. A 2-131
Hartmann, Bruce G 5-025
Harvey, Henry 2-022
Hatry, Harry P 1-049
Hausman, Leonard J 2-100
Havens, Elizabeth M 5-286
Hawkins, Donald E 2-028
Hawkins, Robert G 6-005
Heath, Pamela J 5-024
Heckman, James J 5-031
Hegsted, Susan 5-163
Hellervik, Lowell W 2-128
Henke, Susan R 2-090
Henry, James S 5-073
Henry, William F 2-136
Henry, William H 5-187
Herdman, Robert 2-029
Herman, Alexis 2-075
Herring, James W 2-102
Herrnstadt, Irwin L 2-023, 2-055
Herzog, Eric L 5-220
Herzog, John 2-115
Hiestand, Dale L 3-005D
Hietala, Ronald O 2-080
Hills, Stephen Moore 5-206
Hirsch, Barry T 5-085
Hoffman, Emily P 5-069
Hoinkes, Renate 2-029
Hokenson, Earl 2-090
Holen, Arlene 6-014, 6-040
Hollander, Edward D 3-035
Holmer, Martin R 5-164
Holt, Charles C 3-009
Hoover, Dale 3-045
Hopkins, Arnold 2-129
Hopkins, Robert E 5-050
Hopp, Michael A 5-148
Hopps, June 5-194
Horowitz, Morris A 1-006, 2-023, 2-055, 2-071
Horowitz, Robert 2-127
Horst, Thomas 6-022
Horton, Raymond 1-012A
Hotchkin, Gary L 2-066
Houstun, Marion F 3-029
Hubbard, Rachel M 5-053
Hubbard, Robert L 5-096
Hudis, Paula M 5-055
Huffman, Wallace B 5-232
Huffman, Walter E 5-231
Hunt, H. Allan 5-173
Hunt, James W 2-143
Hyman, Herbert H 5-264

I

Izard, Carroll E 1-059B

J

Jackson, Mattie P 2-113
Jacobson, Lee E 2-067
Jacobson, Louis 6-014, 6-039
Janson, Robert 3-069
Jencks, Christopher A 2-015
Jenkins, Douglas G., Jr 3-052, 3-067
Jenkins, W. O 2-131
Johansson, Margit A 5-063
Johmann, Nancy 1-022
Johnson, D. Gale 5-265
Johnson, Deborah 3-037
Johnson, Miriam 1-013, 1-021
Johnson, William Clint 5-101
Johnston, Jerome 3-070
Jondrow, James 6-039

Jondrow, James W. 6-002
Jones, Ethel B. 3-047, 5-256
Jones, Ralph 2-133
Jones, Ronald E. 2-121
Jorgensen, Dale W. 6-025
Jorrin, Valerie 1-029
Joseph, Myron L. 3-041
Juarez, Nicandro F. 3-025
Jucius, Catherine Y. 5-213
Judy, Jerry N. 5-155
Jusenius, Carol L. 1-062, 3-012D

K

Kahn, Lawrence K. 5-208
Kahn, Marvin H. 5-198
Kalachek, Edward D. 4-015
Kalcic, Dismas B. 5-115
Kamath, D. R. 3-061
Karasek, Robert, Jr. 5-102
Karlin, Jack 2-077
Kassel, Myrna Bordelon 1-037
Katz, Arnold 1-036, 6-039
Kauffman, Richard V. 2-022
Kaufman, Bruce E. 5-214
Kaufman, Jacob 6-015
Kay, Ira Terry 5-116
Keil, E. C. 2-106
Kennedy, Joanna 2-125
Kerckhoff, Alan C. 5-237
Khan, Mahmood A. 5-040
Killefer, Nancy 6-032
Kim, Sookon 3-012D
King, David T. 6-029
King, Jonathan 5-184
Klausner, Samuel Z. 2-095, 3-062
Klein, Lawrence R. 1-055, 6-035
Klein, Rowan K. 2-052
Kleiner, Morris M. 5-021
Knight, Richard 3-005L
Kohen, Andrew I. 3-012, 3-012A, 3-012B, 3-012C
Kohler, Mary Conway 2-006
Kolstad, Andrew 5-188
Kopstein, Felix 2-109
Kozma, Robert 1-005
Krauss, Melvin 6-036, 6-037
Kreps, Juanita 4-010
Kriesberg, Harriet M. 3-035
Kushin, Frank 5-186
Kutscher, Ronald E. 4-009

L

La Dow, Diane 2-142
Landis, Michael W. 6-043
Landis, Robin C. 6-043
Landy, J. 3-061
Langdale, John A. 5-030
Larson, Donald A. 5-158
Latz, Sara R. 2-052
Lauffer, A. 2-099
Lawler, Edward E., III 3-057, 3-067
Lawrence, Frederick T. 2-029
Lawson, R. B. 2-029
Leamer, Edward F. 6-017
Lecht, Leonard A. 1-027
Lee, Mary Dean 3-056
Lefkowitz, Bernard 2-045
Leiberg, Leon 2-052
Leigh, Duane E. 5-224
Lenihan, Kenneth J. 2-141, 5-249
Leonard, David 2-052
Leone, Richard D. 3-023
Lesh, Seymour 2-064
Levine, M. 3-061
Levitan, Sar A. 4-010
Levy, Frank S. 2-025D, 2-091
Levy, Frederick R. 1-046
Levy, Girard W. 2-142
Lewin, David 1-012A
Lewis, Hylan 2-001
Lichtenstein, Jules H. 5-216
Liebhafsky, E. E. 5-004
Linehan, Jean D. 2-076
Link, Charles R. 5-281
Lipsey, Robert 6-031
Lipsey, Robert E. 6-024
Lobes, Carol 3-054
Loebman, Joseph M. 2-014
Lombardi, John 6-011
Lorber, Fred 2-130

M

Mabry, John H. 2-029
MacDonald, Carol 2-126
Macisco, John J., Jr. 3-026
Maclachlan, Gretchen 3-005A
MacRae, C. Duncan 3-009, 4-014
Madian, Alan L. 1-045, 4-008
Magnusson, Margaret L. 2-012, 2-012A, 2-019
Mainstone, Larry 5-091
Maklan, David M. 5-035
Malhotra, Suresh 5-124
Mamer, John W. 6-010
Mandell, Wallace 2-121
Mangum, Garth L. 4-010, 5-012
Manhart, Philip J. 5-141
Markowitz, Edward A. 1-020
Marquis, Kent H. 5-254
Marsh, Thomas W. 1-037
Marshall, F. Ray 2-048, 2-056, 2-110, 3-017, 3-024, 3-036, 3-051, 3-055, 4-010
Marston, Stephen T. 5-068
Mather, Loys L. 1-016
Matlack, Larry R. 1-057
Matland, Marc A. 1-027
Mattick, Hans W. 5-246
Mattila, J. Peter 3-028
Mattson, Robert E. 2-029
Maxfield, Myles, Jr. 5-193
May, W. Theodore 2-011
Mayall, Donald 1-035
McAllister, Richard F. 3-054
McArthur, John H. 2-017
McArthur, Virginia A. 2-058, 2-139
McCabe, Douglas M. 5-171
McCarthy, James E. 5-204
McCulloch, Rachel 6-022
McCullough, Margaret R. 3-052
McElroy, Kathleen 5-132
McGrath, William T. 2-073
McGuiness, Corneluis A. 1-057
McHugh, Paul 2-130
McKee, John M. 2-131
McKinlay, Bruce 1-010
McPartland, Thomas S. 5-218
Mednick, Martha T. 5-248, 5-262
Medoff, James 5-042
Meike, Charles 1-041
Mellow, Wesley S. 3-048, 5-147
Mendelsohn, Robert A. 5-267
Mendes, Richard H. P. 5-197
Mericle, Kenneth S. 6-041
Meyer, Herbert H. 3-056
Meyer, Jack A. 3-012C
Meyer, Judy 2-024

Michelotti, Kopp 1-023
Milan, Michael A 2-131
Miles, Guy H 2-009, 2-136
Miljus, Robert C 3-012A, 3-012C
Miller, Ann R 3-001, 3-006
Miller, C. D 2-106
Miller, David A 1-028, 1-044
Miller, Dean 2-106
Miller, Diane P 5-245
Miller, Edward P 2-022
Miller, Herbert S 2-139
Miller, Herman P 3-016
Miller, J. Gormly 5-233
Miller, John J 5-013
Mills, D. Quinn 1-020
Mink, G 2-099
Minnich, Stephen D 2-052
Mintz, Judith 5-157
Miskimins, R. W 2-106
Mitchell, Daniel 4-010
Mitchell, John 1-035
Mitler, Robert F 2-130
Moffitt, Robert A 5-076
Montilla, M. Robert 2-139
Moorhouse, William F 5-007
Morgenstern, Richard D 5-285
Morse, Dean W 1-012B
Morse, John Robertson 5-153
Mortensen, Dale J 6-001
Morton, Thomas E 5-263, 5-279
Moser, Collette Helen 3-037
Moss, William G 5-077
Munger, Sally J 2-134
Munn, Norton R 2-046
Murton, Thomas O 2-140
Musty, R. E 2-029
Mutti, John 6-033
Myers, Charles A 1-006, 1-024

N

Nadler, David A 3-052
Nadworny, Milton J 2-029
Narner, Robert 6-032
Nathanson, Stanley 2-105
Neiswender, Lenore 2-130
Nelson, Patti 2-052
Nestle, Gilbert 3-012D
Netting, Nancy S 5-037
Neuman, George 6-015
Nieva, Veronica F 5-199
Nilsen, Sigurd R 5-033
Nishimizu, Mieko 5-149
Noble, David F 5-180
Nollen, Stanley D 3-059
North, David 3-029, 4-012
Northrop, Herbert R 1-057, 2-065, 2-072

O

O'Brien, Yuen-Yum C 6-035
O'Hair, James P 5-014
O'Neill, Dave 2-047, 6-039
Oaxaca, Ronald 3-011
Ochs, Jack N 6-003
Oetting, Eugene R 2-106
Oldham, Greg R 3-069
Olneck, Michael R 5-056, 5-057
Olsen, Lawrence S 5-189
Olson, Janice A 5-140
Oriel, Arthur E 2-051, 2-059
Osherson, Samuel 5-261
Osterman, Paul 5-192
Ostow, Miriam 3-005C
Otto, Luther B 5-066
Oudine, John Mark 5-201
Owen, John D 3-019

P

Paley, Heath 5-090
Parcel, Toby Lee 5-107
Parker, Ann 2-126
Parker, Saul 3-054
Parker, William 2-052
Parnes, Herbert S 3-012, 3-012A, 3-012C, 3-012D, 3-031
Parsons, Donald O 6-004, 6-030
Pennington, Betty Chapman 2-131
Perlman, Harvey S. 2-129
Perloff, Jeffrey M 5-210
Perry, Charles R 1-057
Perry, Henry B. 5-209
Petersen, Gene B 2-120
Pezzullo, Caroline 2-063
Phillips, Bruce D 3-028
Pinkerton, James R 3-040
Plotkin, Robert 2-143
Pool, Ithiel de Sola 6-041
Postle, Walter 1-019
Preston, Ross S 6-035
Prodell, Jeanne Whitman 5-053
Prywes, Ruth W 5-196
Pugel, Thomas A 6-008
Purdy, Kenneth 3-069

Q

Quinn, Robert P 3-052, 5-223, 5-228

R

Rahm, Carl M 6-009
Rainwater, Lee 2-015
Ratner, Jonathan R 5-015
Ratner, Ronnie Steinberg 5-038
Rayack, Elton 4-005
Reder, Melvin W 5-269
Reesman, Cilla J 2-119, 2-123
Reich, Michael 3-010
Reid, Joseph M 2-009
Reilly, Richard R 2-104
Reiman, Andre M. 2-052
Reinish, Harold 2-130
Resnick, Jane 1-004
Resnick, Sam 2-081
Reuter, Peter 5-139
Reuther, Carol J 2-090
Reynis, Lee A 6-044
Richards, John A 3-022
Richardson, Ann 2-086, 2-101
Richardson, David 6-012
Ridgeley, Quentin B 3-005M
Riordan, Dale P 4-014
Ripley, Randall 1-009
Rittenhoure, R. Lynn 3-036
Roberts, David 1-035
Robinson, Howard F 5-006
Robinson, Richard D 6-041
Robison, James O 2-052
Roby, Pamela 1-062

Roderick, Roger D 3-012B, 3-012C, 3-012D
Rodgers, Charles S. 5-027
Rodriguez, Emily 2-130
Roe, Daphne A. 2-088, 2-096
Roessner, J. David 2-101A
Rogers, Jerry G. 2-131
Romeis, James C 5-017
Roomkin, Myron 2-050
Rosen, Harvey S 5-104
Rosen, Richard J 1-027
Rosen, Sumner M 2-079
Rosenbaum, James 3-058
Rosenberg, Samuel 5-065
Rosenfeld, Anne 2-052
Rosenfeld, Carl 1-023
Rosenfeld, Michael 1-043
Rosenman, Linda S 5-146
Rosenthal, Neal H 3-028, 3-065
Ross, Clark G 5-121
Ross, Harvey L 1-059, 1-059A
Ross, Sue Goetz 5-203
Rossi, Peter H 5-257
Roth, Dennis M 5-082
Routhier, Thornton 2-119
Rovner-Pieczenik, Roberta 2-129
Rowan, Richard L 1-057, 2-065
Royster, Linda L. 4-014
Rubenstein, Edwin S 4-008
Rungeling, Brian 3-036, 5-003
Russell, Wendell 2-080
Rution, Joseph A 2-029

S

Sabatacakis, Petros K 5-049
Saco, Daniel E 3-030
Salipante, Paul F., Jr. 5-156
Sandell, Steven H 1-062, 3-012D
Sanford, W. Lee 2-131
Santos, Richard 5-019
Sarason, Irvin G. 1-059A
Saunders, David N. 5-039
Savage, Charles M 5-161
Sawhill, Isabel V 1-062
Sawyer, James W 1-008
Scalone, John 2-078
Scanlon, William J 3-009
Schenkman, Jerome G 2-130
Schevitz, Jeffrey M 5-215
Schiller, Bradley R 1-053, 2-093, 3-007
Schmidt, Frank L. 2-051A
Schmidt, Ronald M 3-012A
Schneider, Stephen A 1-057
Schneider, William J 2-136
Schramm, Carl J 2-121
Schreiber, Carol T 5-217
Schroeder, Larry D 6-023
Schwartz, Arthur C 5-081
Schwartz, Paul L 2-011
Schweitzer, Stuart O 3-009
Scott, Charles E 5-130
Scowropt, Mary J 3-043
Seashore, Stanley E 3-052
Seay, Donna 2-013
Sedich, Jerry Y 1-004
Seidman, Lawrence S 2-025B, 5-054
Seldin, Joel R 2-130
Settle, Theodore J. 5-205
Sexton, Patricia 1-062, 3-046
Shapiro, David 3-012D
Sharek, Carl 2-137
Sharp, Laure M 2-086, 2-101, 2-120
Shea, John R. 3-012B, 3-012C, 3-012D
Shearer, John C 5-008
Sheppard, Harold L 1-061
Shick, Robert 1-012A
Shields, Patricia 3-012
Shimada, Haruo 5-190
Shimberg, Benjamin 4-003, 4-004
Shortlidge, Richard L., Jr 3-012B, 3-012D
Simmons, Judith 2-130
Singer, Jack N. 5-122
Single, Eric W. 5-187
Singlemann, Joachim 3-004
Sjoquist, Lawrence 6-023
Smith, Leonard 2-063
Smith, Lewis H 3-036
Smith, Ralph E. 3-009
Smith, Robert R. 2-131
Smith, Sharon P. 5-212
Smyth, David J. 5-277
Snedeker, David 4-010
Somers, Gerald G 1-054
Sommers, Dixie 3-028
Sorenson, Gary W 3-034, 5-009
Spaeth, William C. 5-127
Sparks, Tamara L. 2-136
Sparrough, Michael E. 1-057
Speight, John F. 2-118
Spenner, Kenneth I 5-097
Spiegel, Hans B. C 3-064
Spitz, Ruth S. 3-012A, 3-012C, 3-012D
Sprengel, Donald P. 2-005, 2-016
Spring, William J 5-001
Staines, Graham L 3-052, 5-236
Stanback, Thomas M. 3-005L
Stanfield, Robert E 2-029
Stein, Bruno 5-271
Stein, Sheldon 5-137
Steinberg, Edward 2-079
Stephen, Paula E. 6-023
Stephens, David B 5-133
Stern, James L 5-253
Stern, Louis H 5-274
Stern, Robert M 6-017
Stevens, Guy V. V 6-024
Stevenson, Mary Huff 5-057
Stiglitz, Charlotte K 5-211
Stockburger, David W 3-012E
Stohler, Gary D 5-219
Stolzenberg, Ross M 3-021, 5-151
Strange, Walter G 5-092
Stratton, Richard 5-083
Streker, Irmtraud 5-105
Sturz, Herbert 2-032, 2-114
Sugarman, Marged 1-021
Sultan, Paul 3-014
Sum, Andrew M 5-144
Sung, Betty Lee 4-007
Suter, Larry E 3-021
Swanson, Steven M. 2-055
Swartz, B. Katherine 5-181
Swerdloff, Sol 2-057
Szenberg, Michael 6-011

T

Tabbush, Victor 5-145
Tachibanaki, Toshiaki 5-170
Taggart, Robert, III 4-010
Tangri, Sandra S 5-241
Taylor, Carol 3-011
Taylor, James C. 3-061
Taylor, Thomas C. 2-113

Tell, Hanan 4-008
Telser, Lester G. 6-042
Temme, Lloyd V. 5-094
Terry, Geraldine B. 5-117
Thomas, Leathia S. 2-144
Thomas, R. William 5-276
Thompson, Albert 1-059A
Thompson, Allen 3-024
Thompson, David L. 2-082, 2-094
Thornton, Richard 1-043
Thurow, Lester C. 3-013, 6-041
Till, Thomas 3-024
Tobias, Richard 2-130
Toder, Eric 6-006
Toikka, Richard S. 3-009
Tomey, E. Allan 2-005, 2-016
Totten, Jan 2-053
Touch, David 3-054
Travis, Sophia C. 1-023
Treble, John G. 5-064
Tromanhauser, Edward 5-225
Turkington, Keith 2-024
Turner, Charles F. 5-084
Tygiel, Jules 5-062
Tyson, Clarence R. 5-061
Tyson, Richard 5-018

U

Ullman, Joseph C. 1-010, 1-034, 5-240
Unger, James L. 2-086

V

Vachon, Nancy Cargill 2-029
Valakas, John N. 1-004
Vales, Pedro 3-026
Van Adams, Arvil 3-012A
Van Dresser, Steve 1-033
Van Erden, James D. 5-023
Vanneman, Reeve 5-268
Vanski, Jean E. 3-009
Vaszi, Peter 2-129
Vaughn, John C. 5-044
Vecchio, Robert 5-114
Verdon, Walter A. 5-172
Vermeulen, Bruce 5-165
Vetter, Louise 3-012F
Vickery, Clair B. 2-091, 5-283
Viscusi, W. Kip 5-074
Vogel, Anita S. 2-064

W

Waite, Linda J. 3-021
Walker, Gary 2-031
Walker, James L. 3-036
Walsh, Edward J. 5-125
Walsh, John J. 1-021, 2-053
Walther, Regis H. 2-002, 2-010, 2-012, 2-012A, 2-019
Warner, John T. 5-086
Watson, Jane 2-020
Waud, Roger 6-019, 6-020
Weiner, Neil 1-031
Weinstein, Robert 3-036
Weisskoff, Richard 5-243, 5-244
Wells, James A. 5-185
Wendling Wayne, R. 5-109
White, Halbert, Jr. 5-150
White, William D. 5-152
Whiting, Jack E., Jr. 5-179
Whitman, Marina von Neumann 6-003
Whitmer, Martha J. 5-099
Whyte, William F. 5-266
Wilber, George L. 3-030
Wilde, Louis L. 5-020
Willauer, Edward T., Jr. 5-222
Williams, J. Earl 5-002
Williams, Robert L. 2-131
Wilson, Michael 2-074
Wilson, Thurlow R. 3-022
Wiseman, Michael L. 2-025D, 2-027, 2-091
Withers, Glenn A. 5-162
Witherspoon, A. D. 2-131
Witte, John F. 5-051
Woglom, Geoffry Richard Hyland 5-106
Wolfbein, Seymour 3-038
Wolfe, Alvin W. 5-278
Wolfe, Karl M. 2-018
Wolfe, Michael 6043
Woltz, Louise Berman 5-026
Wolpin, Kenneth I. 5-048
Wolven, Virginia M. 1-022
Wong, Harold H. 5-177
Wood, Larry F. 2-131
Wool, Harold 3-028

Y

Yavitz, Boris 1-012B
Yeager, James H., Jr. 5-207
Yohalem, Alice 3-005M
Yokavonus, Robert J. 6-047
Youssef, Shafik 4-008

Z

Zeller, Frederick A. 3-012B, 3-012C, 3-012D
Zellner, Harriet 5-028
Zeman, Harry 1-045
Zimmerman, David R. 2-123, 5-168

D.—INDEX OF RESEARCH SUBJECTS

(1. Index headings printed in capitals (e.g. ABSENTEEISM) are those terms used as project and report descriptors in chapters 1-6. 2. The first digit of each reference number refers to the chapter number; the digits following the dash refer to the numerical order of the project within the chapter; and a letter following the number refers to a project subdivision. 3. Projects are indexed under geographic terms whenever their location is a meaningful factor—that is, when they were conducted in that locality or use data concerning the area. The terms do not refer to the location of the contractor or grantee.)

A

- ABSENTEEISM—See also JOB SATISFACTION
  - Employee Participation in Job Structuring 3-057
  - White-Collar Work 5-284
- Addicts—See DRUG USERS
- ADJUSTMENT—See also DISADVANTAGED
  - A Study of Wisconsin's Workmen's Compensation 5-195
  - Adjusting to Employment Termination 5-223
  - Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 5-015
  - An Analysis of Female Heads of Families 5-146
  - Blue-Collar 4-Day Workweek 5-035
  - Effects of Job and Life Stress on Job-Related Strain 5-122
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 5-092
  - Experimental Manpower Laboratory: Social Systems Intervention 2-106
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 5-253
  - Integration of Women into Male-Oriented Jobs 3-056
  - Mexican Illegal Aliens in Urban Labor Markets 5-142
  - Midlife Career Change: Coping with Transitions in Employment 5-261
  - Prisoner Rehabilitation Through Behavior Modification 2-131
  - Second Career Patterns of Military Retirees 5-273
  - Vocational Adjustment of Physician Assistants 5-209
- ADMINISTRATION OF LAWS—See name of government agency or subject covered.
  - Cooperative Action to Improve Occupational Regulation 4-003
  - Cooperative Planning to Improve Occupational Regulation 4-004
- Adolescents—See YOUTH
- Adult Education—See BASIC EDUCATION
- ADVANTAGED WORKERS
  - Successful Career Women 3-005P
- AFDC—See AID TO FAMILIES WITH DEPENDENT CHILDREN
- AFFIRMATIVE ACTION PLANS—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
  - Attitudes Toward Equal Pay and Affirmative Action for Women 5-032
  - Labor Market, Inflation, and Manpower Policy 3-009
  - Manpower Conflicts and Resolutions 3-005R
  - Selection and Career Advancement in an Internal Labor Market 3-058
  - Study of the Pittsburgh Plan 3-042
  - Successful Career Women 3-005P
  - Rural Employment 2-056
- AGE DIFFERENCES
  - Determinants of Occupational Upgrading 5-224
  - Emergence of a Service Society 3-004
  - Manpower Research and Formation of Policy 4-010
  - National Longitudinal Surveys of Labor Force Behavior 3-012
  - Suburbanization and the City: The Metropolitan Labor Market 3-005L
  - Work and Income in Urban Poverty Areas 3-040
- AGE DISCRIMINATION
  - Research Study of Older Workers: R&D Strategy 1-061
- AGE DISCRIMINATION IN EMPLOYMENT ACT—See also AGING; MATURE WORKERS; OLDER WORKERS; DISCRIMINATION
  - Private Pensions and Involuntary Retirement 3-063
- AGING—See also OLDER WORKERS; RETIREMENT; AGE DISCRIMINATION IN EMPLOYMENT ACT
  - Getting and Keeping a Job—Puerto Ricans and Blacks 3-005E
  - Labor Supply Function for Older Males 5-179
  - Research Study of Older Workers: R&D Strategy 1-061
- AGRICULTURAL COMMUNITIES
  - Nonfarm Work of Farm-Family Members 5-232
  - Off-farm Labor Supply 5-265
  - Population Decrease and Employment in Agricultural Communities 5-176
  - Upgrading in Agriculture 2-061
- AGRICULTURAL ECONOMISTS
  - Agricultural Economists' Computerized Job Matching 1-016
- Agricultural Workers—
- AHIT—See ADVANCED HIGH INTENSITY TRAINING
- AID TO FAMILIES WITH DEPENDENT CHILDREN—See also WORK INCENTIVE PROGRAM (WIN)
  - An Analysis of Unassigned Recipients in the WIN Program 2-081
  - Potential of Wage Subsidies 4-013
  - Supported Employment Demonstration Project 2-045
  - Work and Welfare Patterns of Low-Income Families 2-100
  - Work, Welfare, and the Increase in Women Living Independently of Men 5-221
- AID TO FAMILIES WITH DEPENDENT CHILDREN (AFDC)
  - Job-Finding Club as a Method for Obtaining Employment 2-092
- Air Force—See ARMED FORCES
- ALABAMA
  - Manpower Institutional Grant (1974): Memphis State University 5-003
- ALABAMA, TUSKEGEE
  - Labor Relocation Assistance: Tuskegee Institute 5-132
- ALASKA
  - Manpower Institutional Grant (1974): Oregon State University 5-009
  - Technological Change in Two Arctic Communities 5-201
- ALCOHOLICS
  - Baltimore Employee Health Program 2-111
  - Pioneer Messenger Service 2-031
  - Retaining Problem Drinkers on the Job 2-121
  - Supported Employment in the Public Sector 2-032
- ALIENATION—See also WORK ATTITUDES; ATTITUDES
  - Comparison Between Sex-Typical and Atypical Jobs 5-228
  - Early Career Alienation and Socioeconomic Attainment 5-066
  - Effects of Job and Life Stress on Job-Related Strain 5-122
  - Experimental Manpower Laboratory: Social Systems Intervention 2-106
  - Getting and Keeping a Job—Puerto Ricans and Blacks 3-005E
  - Measurement of Alienation Through Behavioral Rating Scales 5-148
  - Role Adjustment Among Impaired Workers 5-017
  - Workers' Participation in an American Corporation 5-051

- ALIENS—See also IMMIGRANTS; LABOR CERTIFICATION PROGRAM
  - Citrus Labor Market Demonstration Project 3-017
  - Immigrants in the Labor Force 3-029
  - Mexican Illegal Aliens in Urban Labor Markets 5-142
  - Nonimmigrant Workers in the United States 4-012
- Allowances For Training—See TRAINING ALLOWANCES
- Alumni—See COLLEGE GRADUATES
- American Indians—See INDIANS
- AMERICAN SAMOA
  - Manpower Institutional Grant (1974): San Francisco State University 5-011
- AOP—See APPRENTICESHIP OUTREACH PROGRAMS
- APPAREL INDUSTRY
  - Upgrading Blue-Collar and Service Workers 3-005N
- Applicants—See JOB APPLICANTS
- Apprentice Dropouts—See APPRENTICESHIP RETENTION
  - American Reactions to Foreign Apprenticeship Practices 2-050
  - Conference on Apprenticeship 2-054
  - Dual Enrollment Training for Operating Engineers 2-049
  - Federal Apprenticeship Programs 2-057
  - Intrafirm Mobility Among Apprentice-Trained Craft Workers 5-119
  - Joint Workshops: Performance Based Apprentice and Technical Training 2-059
  - Negro Employment in Southern Construction Industry 3-032
  - OJT for Precision Machinist Apprentices 2-046
  - Performance Based Apprentice Training 2-051
  - Pilot Study of the Apprenticeship System 2-053
  - Proficiency Test for Technical Occupations 2-051A
  - Related Instruction in Apprenticeship 2-055
  - Training and Entry into Union Construction People, Jobs, Income 2-048
  - Women in Wisconsin Apprenticeship 2-060
- APPRENTICESHIP OUTREACH PROGRAM
  - Evaluation of Apprenticeship Outreach Program 5-041
- APPRENTICESHIP RETENTION
  - Women in Wisconsin Apprenticeship 2-060
- Aptitude Tests—See TESTING
- ARBITRATION
  - Industrial Relations for Railroad Manpower 5-171
  - Work and Values 3-005H
- AREA PLANNING
  - Decisionmaking Matrix and Resource Allocation Model 1-004
  - ORD's Rural Work 3-034
- ARIZONA
  - Development of a Regional Computer-Based Management Information System 1-019
  - Manpower Institutional Grant (1974): San Francisco State University 5-011
- ARIZONA, PHOENIX
  - Labor Market Forecasting 3-011
- ARIZONA, TUCSON
  - Labor Market Forecasting 3-011
- ARKANSAS
  - Manpower Institutional Grant (1974): University of Houston 5-002
- ARMED FORCES
  - Desegregation and Career Goals 3-005M
  - Effects of Military Experience 4-006
  - Facilitating Employment of Disabled Veterans 3-022
  - Military Labor Markets 5-162
  - Second Career Patterns of Military Retirees 5-273
  - Second Careers for Retired Military Officers 5-182
- ASPIRATIONS—See also EDUCATIONAL ASPIRATIONS; CAREER CHOICE
  - Career Goals of Black College Women 5-262
  - Effects of Job and Life Stress on Job-Related Strain 5-122
  - Future Orientation and Expectations as Success Predictors 5-096
  - Job Training, Personality, and Labor Market Conditions 5-254
  - Occupational Choice of the Blind 5-264
  - Quality of Work Bibliography 3-061
  - Vocational Adjustment of Physician Assistants 5-209
  - Years for Decision 3-012B
- Assessment—See ASSESSMENT AND EVALUATION
- ASSESSMENT AND EVALUATION—See also particular aspects of this subject.
  - Alternatives to Incarceration 2-126
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-071
  - Assessment Measures for Youth Enrollees 2-104
  - Decisionmaking Matrix and Resource Allocation Model 1-004
  - Effectiveness of Graham Associates Demonstration Project 2-019
  - Effects of Enrollment in Manpower Programs 1-054
  - Evaluation Methodology for Employer Services Program 1-040
  - Evaluation of a Computerized Job-Matching System 2-105
  - Evaluation of Apprenticeship Outreach Program 5-041
  - Evaluation of NAB-JOBS for Disadvantaged 5-089
  - Experimental Design of Net Benefit Analysis of the Employment Service 1-036
  - Experimental Job Trials 2-107
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  - Experimental Manpower Laboratory: Social Systems Intervention 2-106
  - Introduction of CETA in Eastern Massachusetts 1-006
  - Model Assessment and Classification System in Corrections 2-128
  - Model NYC Programs for Rural Youth 2-009
  - Portland Concentrated Employment Program 5-138
  - Public Employment Programs in Wisconsin 5-168
  - Shared Decisionmaking in Prison Management 2-140
  - Sheltered Workshops and Handicapped Clients Survey 2-077
  - Supervisor-Subordinate Role: A Determinant of Evaluation and Rewards 5-199
  - Task Modules for Validation of BOLT 2-103
  - Transition to CETA in Ohio 1-009
  - Validation of Work Sample Battery 2-109
- ASSESSMENT OF APPLICANTS AND TRAINEES—See also ASSESSMENT AND EVALUATION
  - Assessment Measures for Youth Enrollees 2-104
  - Evaluation of a Computerized Job-Matching System 2-105
  - Experimental Manpower Laboratory: Social Systems Intervention 2-106
  - Impact of BOLT on Manpower Agencies 2-003
  - Men in WIN 2-094
  - Predicting Job or Training Tenure 2-108
  - South Carolina's Industry Start-Up Training Program 2-110
  - Use of Biographical Information System in WIN Programs 2-102
- Assessment of Trainees—See ASSESSMENT OF APPLICANTS AND TRAINEES
- ASSESSMENT OF TRAINEES AND EVALUATION
  - Econometric Models of Local Labor Markets and Training Programs' Success Indicat 3-003
- Assets—See INCOME
- ASSIMILATION—See also MIGRATION; ADJUSTMENT
  - Black and Ethnic Employment Patterns and Economic Performance 5-216
  - Change of Language Effect on Achievement 5-250
  - Economic Assimilation of Mexican Americans in Michigan 5-155
  - Mexican Illegal Aliens in Urban Labor Markets 5-142
- ASSISTANCE TO EMPLOYERS—See also EMPLOYER SERVICES
- Associate of Science Degree—See UNIVERSITIES AND COLLEGES
- ATTAINMENT—See also CAREER PATTERNS; EDUCATIONAL ATTAINMENT
  - Characteristics of Career and Homemaking Oriented Women 5-267
  - Development of Work Involvement Through Task Success 5-234
  - Educational Attainment and Adult Status of Brothers 5-056
  - Work Attitudes and Occupational Experience of Young Men 3-070
- ATTITUDES—See also WORK ATTITUDES; MOTIVATION
  - An Integrative Approach to Leadership 5-114
  - Attitudes Toward Equal Pay and Affirmative Action for Women 5-032
  - Birth Expectations and Work Experience 3-021
  - Characteristics of Career and Homemaking Oriented Women 5-267

  - Determinants of Economic Success 2-015
  - Dual Careers 3-012D
  - Effects of Enrollment in Manpower Programs 1-054
  - Effects of Technology on Organizational Structure 5-079
  - Employer Attitudes Toward Ex-Offenders 5-225
  - Engineers and Scientists in California 5-070
  - Evaluation of NAB-JOBS for Disadvantaged 5-089
  - Evaluation of 1972 Summer Intern Program 2-012A
  - Experimental Manpower Laboratory: Social Systems Intervention 2-106
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 5-253
  - Four-Day Workweek in Hospitals 5-101
  - In-School Employment Project for Young Black Teenage Girls 2-008
  - Job Stigma and Self Esteem 5-125
  - Labor Force Mobility of Females 5-024
  - Measurement of Alienation Through Behavioral Rating Scales 5-148
  - Multiproject Demonstration of Manpower Development 1-007
  - Noneconomic Impacts of Job Corps 2-021
  - Pilot Manpower Training Advisory Service for Employers 3-060
  - Pre-Retirement Years 3-012A
  - Psychological Influences on White-Collar Pay 5-270
  - Public Employment Service -- Employee Perceptions of Management Practices 1-050
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - The Consequences of Unemployment on Evaluation of Self 5-043
  - Weaponsmakers: Role Orientations of Scientists and Engineers 5-215
  - Work and Lifestyle Organization 5-218
  - Work Attitudes and Occupational Experience of Young Men 3-070
  - Years for Decision 3-012B
- AUDIOTAPES
  - Facilitating the Adoption of New Procedures 1-005
  - Staff Training for Basic Education 2-013
- AUTOMATION—See also MECHANIZATION
- Automotive Industry—See TRANSPORTATION EQUIPMENT INDUSTRY
- AUTOMOTIVE MECHANICS
  - Manufacturers' Assistance in Customer Manpower Training 5-145
- Average Hourly Earnings—See WAGES

B

- BANKING INDUSTRY
  - White-Collar Work 5-284
- Bargaining—See COLLECTIVE BARGAINING
- BARRIOS—See SPANISH-SPEAKING AMERICANS, PUERTO RICANS
  - Mexican Illegal Aliens in Urban Labor Markets 5-142
- BASIC EDUCATION
  - Developing a Model for Youth Education 2-010
  - Effectiveness of Graham Associates Demonstration Project 2-019
  - Evaluation of NAB-JOBS for Disadvantaged 5-089
  - Planning for Human Resource Development 1-002
  - Prisoner Rehabilitation Through Behavior Modification 2-131
  - Staff Training for Basic Education 2-013
  - Training for Upgrading During Layoff 2-073
  - Upgrade Training in the Canning Industry 2-078
  - Upgrading in Private Industry 2-067
- BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT)
  - Impact of BOLT on Manpower Agencies 2-003
- BEHAVIOR MODIFICATION—See also CORRECTIONS
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  - Prisoner Rehabilitation Through Behavior Modification 2-131
- BEHAVIOR SCALES
  - Measurement of Alienation Through Behavioral Rating Scales 5-148
- BIB—See BIOGRAPHICAL INFORMATION BLANK (BIB)
- BIBLIOGRAPHIES
  - Clearinghouse on Productivity and Quality of Working Life 3-049
  - Quality of Work Bibliography 3-061
  - Retaining Problem Drinkers on the Job 2-121
  - Rural Manpower Policy Research Group 3-037
  - Services for Workers at the Workplace 3-062
- BIOGRAPHICAL INFORMATION BLANK (BIB)
  - Predicting Job or Training Tenure 2-108
- Birth Rate—See FERTILITY
- Bituminous Coal Mining—See MINING
- Black Colleges—See UNIVERSITIES AND COLLEGES
- BLACK COMMUNITIES
  - Ghetto Economic Corporations 5-194
  - Investment Priorities in Urban Black Communities 5-059
- BLACK LUNG BENEFITS ACT (1972)—See also MINING
- Black Owned Business—See MINORITY BUSINESS ENTERPRISE
- BLACK/WHITE—See also RACE; RACIAL DISCRIMINATION
  - Negro Occupational Status and Education 3-033
  - Analysis of Black-White Economic Status 5-107
  - Black and Ethnic Employment Patterns and Economic Performance 5-216
  - Career Thresholds 3-012C
  - Desegregation and Career Goals 3-005M
  - Discrimination in Training Programs 1-053
  - Dual Careers 3-012D
  - Economic Status of Asians and Blacks in California 5-177
  - Fertility and Labor Participation of Married Women 5-276
  - In-School NYC Influence on Earnings Capacity 5-120
  - Interstate Labor Force Migration 5-021
  - Job Placement Services in Colleges 2-004
  - Labor Market, Inflation, and Manpower Policy 3-009
  - National Longitudinal Surveys of Labor Force Behavior 3-012
  - National Longitudinal Surveys: Lessons for Policy 3-031
  - Pre-Retirement Years 3-012A
  - Problem of Teenage Unemployment 5-166
  - Rates of Return to Educational Investment 5-172
  - Theory of Discrimination: A Systems Approach 3-051
  - Turnover, Unemployment, and the Dual Labor Market 5-259
  - Why Do Blacks and Women Have High Unemployment Rates? 5-285
  - Years for Decision 3-012B
- BLACKS—See also MINORITIES
  - Career Goals of Black College Women 5-262
  - Day Care—NYC Youth Helper Program 2-006
  - Discrimination in Training Programs 1-053
  - Emigration of Southern Blacks 5-072
  - Employment Program for Minority Girls 2-001
  - Federal Civil Rights Legislation and Economic Positions of Minorities 5-080
  - Geographical Immobility and Low-Income Area Unemployment 5-082
  - Getting and Keeping a Job—Puerto Ricans and Blacks 3-005E
  - In-School Employment Project for Young Black Teenage Girls 2-008
  - In-School NYC for Young Girls 2-011
  - Investment Priorities in Urban Black Communities 5-059
  - Labor Market Information Systems and the Disadvantaged 1-024
  - Law and the Development of Citizenship 5-134
  - Manpower Institutional Grant (1974): North Carolina A&T State University 5-006
  - Multiproject Demonstration of Manpower Development 1-007
  - Negro Occupational Status and Education 3-033
  - Occupational Choice of the Blind 5-264
  - Occupational Differences in Wage Discrimination Against Black Men 5-151
  - Proficiency Test for Technical Occupations 2-051A
  - Rural Labor Markets 3-036
  - Social Inequality and Labor Force Participation 5-184
  - Suburbanization and the City: The Metropolitan Labor Market 3-005L
  - Urban Renewal Impact on Black Business 5-025
  - Workshop on Research Needed on Women's Employment Situation 1-062

- Blind—See HANDICAPPED
- BLUE-COLLAR WORKERS
  - Blue-Collar 4-Day Workweek 5-035
  - Career Thresholds 3-012C
  - Evaluation of NAB-JOBS for Disadvantaged 5-089
  - Human Resources in the U.S. and Japan 5-190
  - Longitudinal Analysis of Occupational Mobility 3-001
  - Sexual Inequality of Earnings Among Blue-Collar Workers 5-058
  - Upgrading Blue-Collar and Service Workers 3-005N
  - Women and Work 3-046
- BOLT—See BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT)
- BONDING ASSISTANCE
  - Bonding Assistance Study 2-125
  - Prisoner Rehabilitation Through Behavior Modification 2-131
- BOOKKEEPING—See also CLERICAL WORK
- Border Crossers—See ALIENS
- Bracero Labor—See FARMWORKERS
- British—See GREAT BRITAIN
- Building Industry—See CONSTRUCTION INDUSTRY
- BUREAUCRACY
  - Organizational Climates and Human Relations 5-030
  - Employment Service as a Social Political Institution 1-048
- BUSINESS ADMINISTRATION
  - Business Administration Students from Minorities 2-017
- BUSINESS CYCLE—See also UNEMPLOYMENT
  - Fringe Benefits and Overtime Costs in the Automobile Industry 5-081
  - Relationship Between Regional and Overall Employment 5-275
  - Wage-Price Expectations and Cyclical Strike Behavior 5-214

C

- CALIFORNIA
  - A Study of Swapping 5-219
  - Development of a Regional Computer-Based Management Information System 1-019
  - Economic Status of Asians and Blacks in California 5-177
  - Engineers and Scientists in California 5-070
  - Manpower Economic Education 2-022
  - Manpower Institutional Grant (1974): San Francisco State University 5-011
  - Nonfarm Employment Problems of Farm Laborers 3-014
  - Planning for Human Resource Development 1-002
  - Transitional Employment Experimental Model 2-030
  - Upgrade Training in Canning Industry During Layoff Periods 2-070
  - Upgrade Training in the Canning Industry 2-078
- CALIFORNIA STATE PERSONNEL BOARD
  - Transitional Employment Experimental Model 2-030
- CALIFORNIA, ANAHEIM-GARDEN GROVE
  - Job Search Methods of Mexican Americans 3-025
- CALIFORNIA, LOS ANGELES
  - Metropolitan Labor Market 3-005J
- CALIFORNIA, OAKLAND
  - Demand and Supply Considerations of Expanded Public Employment Program 2-025D, 2-025E
  - Public Service Employment vs. the Private Sector 2-025C
- CALIFORNIA, SAN FRANCISCO
  - Demand and Supply Considerations of Expanded Public Employment Program 2-025D, 2-025E
  - Labor Market Forecasting 3-011
  - Newspaper Ads and Employment Service Job Orders 1-021A
  - Newspaper Advertisements as Labor Market Indicators 1-021
  - Planning for Human Resource Development 1-002
  - Public Service Employment vs. the Private Sector 2-025C
  - The Development of the Labor Force in San Francisco, 1870-1910 5-062
- CALIFORNIA, SAN FRANCISCO BAY AREA
  - Housing Discrimination Effect on Negro's Commuting 5-077
  - Job Offer Response and Labor Market Conditions 5-269
- CALIFORNIA, SAN JOAQUIN VALLEY
  - Effects of Technology on Organizational Structure 5-079
- CALIFORNIA, SAN JOSE
  - Drug Abuse Prevention in Youth Resident Centers 2-117
- CAMPS—See COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
- CANADA
  - Adjustment to Freer Trade 5-016
  - Bridges to Work for Young People 3-005B
  - Preparation for Work 3-005Q
  - Youth Labor Market: International Variations 3-005O
- CANNING INDUSTRY
  - Upgrade Training in Canning Industry During Layoff Periods 2-070
  - Upgrade Training in the Canning Industry 2-078
- Career Aspirations—See CAREER GOALS
  - Career Striving in Black and White Women 5-248
  - Generations: Transmission of Occupation 5-097
  - Husbands in Dual Career Families 5-099
- Career Attainments—See CAREER PATTERNS
- CAREER CHOICE—See also OCCUPATIONAL CHOICE; COUNSELING AND GUIDANCE
  - Career Development 3-016
  - Career Information System 1-010
  - Career Progression Systems 2-063
  - Career Striving in Black and White Women 5-248
  - Career Thresholds 3-012C
  - Contribution of Social Resources in the Labor Force 5-044
  - Demonstration of CIS 1-014
  - Dual Worker Married Couples 5-236
  - Economics of Occupational Health and Safety 5-074
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-075
  - Occupational Choice of the Blind 5-264
  - Years for Decision 3-012B
- Career Development—See UPGRADING
- CAREER EXPLORATION—See also VOCATIONAL GUIDANCE
  - Contribution of Social Resources in the Labor Force 5-044
  - Operations Research to Monitor VEPS In-School NYC Enrollees 2-016
- CAREER GOALS—See also MOTIVATION
  - Adolescent Social System Impact on Occupational Achievement 5-094
  - Bridges to Work for Young People 3-005B
  - Career Goals of Black College Women 5-262
  - Career Thresholds 3-012C
  - Contribution of Social Resources in the Labor Force 5-044
  - Desegregation and Career Goals 3-005M
  - Job Placement Services in Colleges 2-004
  - Successful Career Women 3-005P
  - Vocational Adjustment of Physician Assistants 5-209
  - Women and Men in Nontraditional Occupations 5-217
  - Women's Postgraduate Employment 5-241
  - Years for Decision 3-012B
- Career Information—See VOCATIONAL GUIDANCE
- CAREER INFORMATION SYSTEM
  - Career Information System 1-010
  - Demonstration of CIS 1-014
  - Health Careers Guidebook Revision 2-018
- Career Ladder—See UPGRADING
- Career Mobility—See UPGRADING
- CAREER OPPORTUNITIES DEVELOPMENT PROGRAM
  - Career Opportunities Development Program 2-062
- CAREER PATTERNS—See also UPGRADING
  - Career Development 3-016
  - Career Thresholds 3-012C
  - Change of Language Effect on Achievement 5-250
  - Characteristics of Career and Homemaking Oriented Women 5-267
  - Contribution of Social Resources in the Labor Force 5-044
  - Development of Work Involvement Through Task Success 5-234
  - Early Career Alienation and Socioeconomic Attainment 5-066
  - Early Career Contigencies of Status Attainment 5-237
  - Effects of Psychological Biases Upon Occupational Attainments of Workers 5-084
  - Generations: Transmission of Occupation 5-097
  - Labor Market Behavior of Male Youth 5-126
  - Labor Market, Inflation, and Manpower Policy 3-009
  - Longitudinal Analysis of Occupational Mobility 3-001

  - Manpower Planning in the Steel Industry ... 3-005D
  - National Longitudinal Surveys Clearinghouse ... 3-012E
  - Pre-Retirement Years ... 3-012A
  - Second Career Patterns of Military Retirees ... 5-273
  - Selection and Career Advancement in an Internal Labor Market ... 3-058
  - Successful Career Women ... 3-005P
  - The Relative Impact of Job Histories ... 5-178
  - Upgrading in the Food Service Industry ... 2-066
  - Women and the American Occupational Structure ... 5-286
  - Women's Postgraduate Employment ... 5-241
  - Work Attitudes and Labor Market Experience ... 3-071
  - Years for Decision ... 3-012B
- Career Progression Systems—See UPGRADING
- CASUAL LABORERS—See also PART-TIME EMPLOYMENT
- CATEGORICAL MANPOWER PROGRAMS—See also name of particular program
  - Multiproject Demonstration of Manpower Development ... 1-007
- CEC—See COMMUNITY ELITE CORPS
- Central City—See INNER-CITY RESIDENTS
- CEP—See CONCENTRATED EMPLOYMENT PROGRAM
- CETA—See COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)
- CETA PROGRAMS
  - Counter-Recessionary Public Employment ... 2-027
- CETA SERVICES AND PLANNING
  - Allocational and Distributional Consequences of Decentralizing Manpower Programs ... 5-018
  - Improve Linkage Through Regional Staffs ... 1-038
  - Manpower Institutional Grant (1974): Boston University ... 5-001
  - Manpower Institutional Grant (1974): Memphis State University ... 5-003
  - Manpower Institutional Grant (1974): North Carolina A&T State University ... 5-006
  - Manpower Institutional Grant (1974): Oakland University ... 5-007
  - Manpower Institutional Grant (1974): Oklahoma State University ... 5-008
  - Manpower Institutional Grant (1974): Oregon State University ... 5-009
  - Manpower Institutional Grant (1974): Pan American University ... 5-010
  - Manpower Institutional Grant (1974): San Francisco State University ... 5-011
  - Manpower Institutional Grant (1974): SUNY (Buffalo) ... 5-005
  - Manpower Institutional Grant (1974): University of Houston ... 5-002
  - Manpower Institutional Grant (1974): University of Missouri - Columbia ... 5-004
  - Manpower Institutional Grant (1974): University of Utah ... 5-012
  - Manpower Institutional Grant (1974): West Virginia University ... 5-013
  - Relocation Assistance in Manpower Planning Under CETA ... 1-008
  - Training Information for Policy Guidance ... 3-005W
- CETA SERVICES AND PROGRAMS
  - Employment Service as a Social Political Institution ... 1-048
- CHEMICAL INDUSTRY
  - Trade and Employment in the Chemical Industry ... 6-046
- CHICAGO
  - Company Programs to Retain the Disadvantaged ... 5-156
- CHICANOS—See also SPANISH-SPEAKING AMERICANS
  - An Analysis of Earnings Among Persons of Spanish Origin in the Midwest ... 5-019
  - Job Search Methods of Mexican Americans ... 3-025
  - Wage Labor and Urban Chicano Adaptation ... 5-213
- Child Care—See CHILD DAY CARE
- CHILD DAY CARE—See also CETA SERVICES AND PLANNING
  - Alternative Qualifications and Credentials for Upgrading Paraprofessionals ... 2-064
  - Day Care—NYC Youth Helper Program ... 2-006
  - Dual Careers ... 3-012D
  - Employer Sponsored Child Day Care ... 2-113
  - Flexible Work Schedules for Welfare Participants ... 2-098
  - Labor Force Mobility of Females ... 5-024
  - Services for Workers at the Workplace ... 3-062
  - Years for Decision ... 3-012B
- CHILDREN—See also CHILD DAY CARE; FAMILIES
  - Employment of Married Women With Children ... 5-128
  - Years for Decision ... 3-012B
- CHINESE
  - Employment Characteristics of Chinese Americans ... 4-007
- CHINESE AMERICANS
  - Economic Status of Asians and Blacks in California ... 5-177
  - Employment Characteristics of Chinese Americans ... 4-007
  - Upgrade Training in Canning Industry During Layoff Periods ... 2-070
  - Upgrade Training in the Canning Industry ... 2-078
  - Workshop on Research Needed on Women's Employment Situation ... 1-062
- CHRONICALLY UNEMPLOYED
  - Supported Employment Demonstration Project ... 2-045
  - Technological Change in Two Arctic Communities ... 5-201
- CIS—See CAREER INFORMATION SYSTEM
- CIVIL RIGHTS ACT (1964)
  - Impact of Laws Prohibiting Sex Discrimination ... 5-100
- Civil Service Examinations—See TESTING
- CIVIL SERVICE SYSTEM—See also GOVERNMENT WORK; FEDERAL GOVERNMENT; STATE AND LOCAL GOVERNMENTS
  - Career Opportunities Development Program ... 2-062
  - Demand and Supply Considerations of Expanded Public Employment Program ... 2-025D, 2-025E
  - Employment of Handicapped in State Civil Service ... 3-054
  - Federal Employment Programs to Raise Low Earnings ... 2-025B
  - Internal Allocation of Labor in a Civil Service Merit System ... 5-027
  - Labor Market for Policemen ... 5-026
  - Occupational Mobility Among Unionized Civil Service Employees ... 5-153
  - Public Service Employment vs. the Private Sector ... 2-025C
  - Texas Migrant Demonstration Project ... 2-122
  - Transitional Employment Experimental Model ... 2-030
- Classified Help-Wanted Ads—See NEWSPAPER ADVERTISEMENTS
- CLERICAL OCCUPATIONS
  - Women and Men in Nontraditional Occupations ... 5-217
  - Women in Temporary Help Jobs ... 3-023
- CLERICAL WORK—See also SECRETARIAL OCCUPATIONS
- CLEVELAND, OHIO
  - Occupational Adjustments of Recent In-Migrants ... 2-120
- Clinical Laboratory Occupations—See HEALTH MANPOWER
- COACHING—See also JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
  - Experimental Manpower Laboratory: Social Systems Intervention ... 2-106
  - Public Service Employment and Upgrading Project in Vermont ... 2-029
  - Utilization of R&D Findings ... 1-059A
- Coal Mining—See MINING
- COLLECTIVE BARGAINING—See also UNION MANPOWER PRACTICES; UNIONS
  - Collective Bargaining in Secondary Labor Markets in the South ... 5-255
  - Effect of Collective Bargaining on Low-Wage Employment ... 3-039
  - Industrial Safety and Collective Bargaining ... 5-109
  - Labor in Nonprofit Industries and Government ... 3-018
  - Labor Union Response to Federal Manpower Policy ... 5-133
  - Manpower Conflicts and Resolutions ... 3-005R
  - Retaining Problem Drinkers on the Job ... 2-121
  - Supplemental Uses of the Workplace ... 3-064
  - Unions and Labor Market Segmentation ... 5-208
  - Wage-Price Expectations and Cyclical Strike Behavior ... 5-214
- College Aspirations—See EDUCATIONAL ASPIRATIONS
- COLLEGE GRADUATES
  - Business Administration Students from Minorities ... 2-017
  - Career Development ... 3-016
  - Career Patterns of 2-Year College Graduates ... 5-036
  - Job Placement Services in Colleges ... 2-004
  - Women's Postgraduate Employment ... 5-241
- COLLEGE PREPARATION
  - Careers of Upward Bound Alumni ... 5-037

Colleges—See UNIVERSITIES AND COLLEGES
COLORADO
  Manpower Institutional Grant (1974): University of Utah 5-012
COLORADO, BOULDER
  On-Line Use of Job Information in Local ES Office 1-047
COLORADO, DENVER
  Labor Market Information System Design and Use 1-025
Commitment to Work—See WORK ATTITUDES
Community Colleges—See UNIVERSITIES AND COLLEGES
COMMUTING
  Cooperative Manpower Planning for Nonmetropolitan Populations 1-003
  Dual Careers 3-012D
  Employment Decentralization and Minority Labor Supply 5-076
  Geographical Immobility and Low-Income Area Unemployment 5-082
  Housing Discrimination Effect on Negro's Commuting 5-077
  Manpower Impacts of a Credit Economy 3-005T
  Public Service Employment and Upgrading Project in Vermont 2-029
  Unemployment and Commuting Within Geographical Areas 5-274
Compensation Per Man/Hour—See WAGES
COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)—(Projects dealing principally with CETA agency planning appear in chapter 1A.)
  Allocational and Distributional Consequences of Decentralizing Manpower Programs 5-018
  Conference on the Public Employment Service 1-030
  Cooperative Manpower Planning for Nonmetropolitan Populations 1-003
  Decisionmaking Matrix and Resource Allocation Model 1-004
  Facilitating the Adoption of New Procedures 1-005
  Impediments to Alliance of WIN/CETA 2-097
  Utilization of R&D Findings 1-059A
COMPREHENSIVE MANPOWER PLANNING
  Econometric Models of Local Labor Markets and Training Programs' Success Indicat 3-003
  Cooperative Manpower Planning for Nonmetropolitan Populations 1-003
  Employment Generated by New Government Contracts 1-027
  Labor Market Forecasting 3-011
  Manpower Research and Formation of Policy 4-010
  Multiproject Demonstration of Manpower Development 1-007
  Relocation Assistance in Manpower Planning Under CETA -008
  Study of Urban and Rural Nonreservation Indian Manpower Programs 3-015
COMPUTER SYSTEMS
  Agricultural Economists' Computerized Job Matching 1-016
  Computerized Construction LMI and Job Dispatching 1-020
  Evaluation of a Computerized Job-Matching System 2-105
  Labor Market Information System Design and Use 1-025
  Labor Market: An Information System 1-012B
  Manpower R&D Storage and Retrieval System 1-060
  On-Line Use of Job Information in Local ES Office 1-047
Computerized Job Matching—See JOB MATCHING
CONCENTRATED EMPLOYMENT PROGRAM
  Manpower Training Programs for Women 5-144
  Mississippi STAR Labor Mobility Project 2-118
  Portland Concentrated Employment Program 5-138
CONFERENCES
  Conference on Apprenticeship 2-054
  Conference on the Public Employment Service 1-030
  Cooperative Planning to Improve Occupational Regulation 4-004
  Demographic Trends, Labor Force Changes, and the Economy 3-002
  Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  Labor in Nonprofit Industries and Government 3-018
  Manpower Goals for American Democracy 4-002
  Manpower Research and Formation of Policy 4-010
  Rural Manpower Policy Research Group 3-037
  The Future of the Metropolis: 1-056
  WIN Research Findings Utilization Project 2-099
CONNECTICUT
  Economic Analysis of Occupational Licensure 4-005
  Manpower Institutional Grant (1974): Boston University 5-001
CONNECTICUT, BRIDGEPORT
  Decisionmaking Matrix and Resource Allocation Model 1-004
CONNECTICUT, HARTFORD
  An Analysis of the Pilot CMP 1-001
CONSORTIA—See also LABOR-MANAGEMENT CONSORTIA
  Experimental Manpower Laboratory: Disadvantaged Youth 2-130
CONSTRUCTION INDUSTRY
  Computerized Construction LMI and Job Dispatching 1-020
  Hometown Plans and Minority Employment in the Construction Industry 5-061
  Negro Employment in Southern Construction Industry 3-032
  Study of the Pittsburgh Plan 3-042
  Training and Entry into Union Construction People, Jobs, Income 2-048
  Unionized Contract Construction Wage Changes 5-121
  Upgrading Blue-Collar and Service Workers 3-005N
  Wage Changes in the Construction Industry 5-210
Consumer Price Index—See PRICES
CONSUMPTION
  Assets, Labor Supply, Consumption Over the Life Cycle 5-031
  Labor Force Participation Rates of Married Women 5-280
  Life-Cycle Model of Pensions 5-137
  Sociological Aspects of Debt Entanglement 5-187
Contractors In Construction—See CONSTRUCTION INDUSTRY
COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
  An Analysis of the Pilot CMP 1-001
  Multiproject Demonstration of Manpower Development 1-007
Cooperative Vocational Education—See VOCATIONAL EDUCATION
COOPERATIVES
  Supplemental Uses of the Workplace 3-064
CORPORATION
  Employment Effects of Foreign Investment and Trade 6-041
CORPORATIONS
  Changes in U.S. Market Share 6-005
  Employment Effects of Foreign Investment and Trade 6-041
  Employment Impact of Multinational Corporations 4-008
  Ghetto Economic Corporations 5-194
  Impact of Foreign Trade and Investment on Labor 6-022
  International Transfer of Industrial Technology 6-026
  Labor Market, Inflation, and Manpower Policy 3-009
  Manpower Planning in the Steel Industry 3-005D
CORRECTIONS
  Alternatives to Incarceration 2-126
  Bonding Assistance Study 2-125
  Crime, Punishment, and the Labor Process 5-143
  Effectiveness of Graham Associates Demonstration Project 2-019
  Employer Attitudes Toward Ex-Offenders 5-225
  Expansion of Pretrial Intervention Programs 2-129
  Experimental Research and Income Maintenance Project for Ex-Offenders 2-132, 2-133
  Financial Resources of Released Prisoners 5-249
  Income Maintenance for Ex-Offenders 2-127, 2-141
  Job Satisfaction and Parolee Recidivism 2-025A
  Metropolitan Labor Market: New York 1-012A
  Model Assessment and Classification System in Corrections 2-128
  New Education Programing in Manpower Training Projects 2-014
  Offender Employment Restrictions 2-143
  Paroling Authorities and Inmate Training Programs 2-052
  Pioneer Messenger Service 2-031
  Prisoner Rehabilitation Through Behavior Modification 2-131
  Relationship Between Employment, Unemployment, and Migration 3-006
  Role of Prison Industries 2-139
  Shared Decisionmaking in Prison Management 2-140
  Supported Employment Demonstration Project 2-045
  Supported Employment in the Public Sector 2-032

Training Programs in Michigan Prisons 5-034
Vocational Training Survey in Correctional Institutions 2-142
Women Offenders Projects 2-058
COST EFFECTIVENESS—See also ASSESSMENT AND EVALUATION
Development of an Opportunity Program Manpower Information System 1-018
Experimental Design of Net Benefit Analysis of the Employment Service 1-036
Investment Priorities in Urban Black Communities 5-059
Large City Budgeting for Human Resource Expenditures 3-005U
Large City Budgeting for Human Resources Expenditures 3-005S
Manpower Planning in the Steel Industry 3-005D
On-Line Use of Job Information in Local ES Office 1-047
Pilot Manpower Training Advisory Service for Employers 3-060
Rates of Return to Educational Investment 5-172
Retaining Problem Drinkers on the Job 2-121
Training Incentive Payments Program (TIPP) 2-079
Where Have All the Dollars Gone? 1-012C
Cost-Benefit Analysis—See COST EFFECTIVENESS
COSTS
Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 5-015
Labor Force Participation Rates of Married Women 5-280
Layoffs and Other Turnover Flows 5-135
Public Employment Service -- Measuring Its Productivity 1-031, 1-041
Screening in the Labor Market 5-181
Training Programs in Michigan Prisons 5-034
Counseling—See COUNSELING AND GUIDANCE
COUNSELING AND GUIDANCE—See also PUBLIC EMPLOYMENT SERVICE; TRAINING; VOCATIONAL GUIDANCE; EDUCATION
An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-071
Bridges to Work for Young People 3-005B
Employment Program for Minority Girls 2-001
Evaluation of a Computerized Job-Matching System 2-105
Experimental Manpower Laboratory: Disadvantaged Youth 2-130
Facilitating the Adoption of New Procedures 1-005
Health Careers Guidebook Revision 2-018
Job-Finding Club as a Method for Obtaining Employment 2-092
Manpower Economic Education 2-022
Measuring the Effectiveness of Counseling in the ES 1-039
Model Assessment and Classification System in Corrections 2-128
Nonfarm Employment Problems of Farm Laborers 3-014
Prisoner Rehabilitation Through Behavior Modification 2-131
Project VEHTS 3-035
Public Service Employment and Upgrading Project in Vermont 2-029
R&D Strategy Design for the Employment Service 1-035
COURT CASES
Impact of Court Cases on Minority Employment 3-055
CPI—See CALIFORNIA PSYCHOLOGICAL INVENTORY
CRAFT WORKERS
Conference on Apprenticeship 2-054
Intrafirm Mobility Among Apprentice-Trained Craft Workers 5-119
Joint Workshops: Performance Based Apprentice and Technical Training 2-059
OJT for Precision Machinist Apprentices 2-046
Performance Based Apprentice Training 2-051
Related Instruction in Apprenticeship 2-055
Study of the Pittsburgh Plan 3-042
Training and Entry into Union Construction People, Jobs, Income 2-048
Unionized Contract Construction Wage Changes 5-121
Women and Men in Nontraditional Occupations 5-217
CREDENTIALING—See also OCCUPATIONAL LICENSING
Alternative Qualifications and Credentials for Upgrading Paraprofessionals 2-064
Cooperative Planning to Improve Occupational Regulation 4-004
Manpower Impacts of a Credit Economy 3-005T
Proficiency Examinations for Medical Laboratory Workers 2-076
Crime—See CORRECTIONS
CUBANS
An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 5-019
Culturally Deprived—See DISADVANTAGED
CULTURE OF POVERTY—See also POVERTY
Income Dynamics of the Poor 2-091
CURRENCY
Domestic Impacts of an Overvalued Currency 6-007
CURRICULUMS—See also INSTRUCTIONAL MATERIALS
Developing a Model for Youth Education 2-010
Effectiveness of Graham Associates Demonstration Project 2-019
Health Services Mobility Study (HSMS) 2-069
Manpower Programing and Social Work Expertise 1-029
Social Workers in Manpower Programs 5-186
Vocational Guidance in High School 2-024
Years for Decision 3-012B
CUSTOMER TRAINING
Manufacturers' Assistance in Customer Manpower Training 5-145
Cyclical Stability—See BUSINESS CYCLE

D

DATA SOURCES AND USE—See also COMPUTER SYSTEMS
Computerized Construction LMI and Job Dispatching 1-020
Employment Impact of Multinational Corporations 4-008
Labor Market Information System Design and Use 1-025
Labor Market: An Information System 1-012B
Manpower Research and Formation of Policy 4-010
National Longitudinal Surveys Clearinghouse 3-012E
National Longitudinal Surveys of Labor Force Behavior 3-012
Psychological Influences on White-Collar Pay 5-270
Supervisor-Subordinate Role: A Determinant of Evaluation and Rewards 5-199
The Impact of the Work Environment on Life Outside the Job 5-102
The Occupational Socialization of Police 5-154
Day Care—See CHILD DAY CARE
Debt Defaulting—See GARNISHMENT OF WAGES
DEBTOR/CREDITOR RELATIONSHIP
Manpower Impacts of a Credit Economy 3-005T
Sociological Aspects of Debt Entanglement 5-187
DECATEGORIZATION—See also CETA SERVICES AND PLANNING; CETA PROGRAMS; CATEGORICAL MANPOWER PROGRAMS
Allocational and Distributional Consequences of Decentralizing Manpower Programs 5-018
Multiproject Demonstration of Manpower Development 1-007
DEFENSE WORKERS
Second Careers for Retired Military Officers 5-182
DELAWARE
Manpower Institutional Grant (1974): West Virginia University 5-013
Delivery of Manpower Services—See SERVICE DELIVERY SYSTEMS
Demand for Engineers—See MANPOWER NEEDS
Demand for Labor—See LABOR DEMAND
Demand for products—See PRODUCT DEMAND
Dental Assistants—See HEALTH MANPOWER
Dental Hygienists—See HEALTH MANPOWER
DESEGREGATION—See also HOUSING SEGREGATION
Desegregation and Career Goals 3-005M
Employment Decentralization and Minority Labor Supply 5-076
DISABLED
Predicting Earnings 5-165

- Disabled Persons—See HANDICAPPED
- Disabled Veterans—See VETERANS
- DISADVANTAGED
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-071
  - Assessment Measures for Youth Enrollees 2-104
  - Business Administration Students from Minorities 2-017
  - Careers of Upward Bound Alumni 5-037
  - Company Programs to Retain the Disadvantaged 5-156
  - Disadvantaged Workers in Parks and Recreation 2-028
  - Effectiveness of Graham Associates Demonstration Project 2-019
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 5-092
  - Evaluation of NAB-JOBS for Disadvantaged 5-089
  - Experimental Manpower Laboratory: Social Systems Intervention [illegible]-106
  - Getting and Keeping a Job—Puerto Ricans and Blacks 3-005E
  - In-Plant Upgrading and Mobility Patterns 2-072
  - Manpower R&D Activities of DOL/AEC 2-080
  - Manpower Research and Formation of Policy 4-010
  - Public Service Employment for the Disadvantaged 5-169
  - Staff Training for Basic Education 2-013
  - Transitional Employment Experimental Model 2-030
  - Upgrading of the Disadvantaged 2-065
- Discharge—See EMPLOYMENT TERMINATION
- DISCRIMINATION—See also SEX DISCRIMINATION; HOUSING SEGREGATION; BLACKS; WOMEN; SPANISH-SPEAKING AMERICANS; AGE DISCRIMINATION IN EMPLOYMENT ACT
  - A Comparative Analysis of White, Black, and Latino Income Distributions 5-040
  - Career Progression Systems 2-063
  - Discrimination in Training Programs 1-053
  - Econometric Analysis of Part-Time Labor Market 3-019
  - EEO Programs Effect on Minorities and Women in Federal Agencies 5-098
  - Effects of Psychological Biases Upon Occupational Attainments of Workers 5-084
  - Employer Attitudes Toward Ex-Offenders 5-225
  - Federal Civil Rights Legislation and Economic Positions of Minorities 5-080
  - Getting and Keeping a Job—Puerto Ricans and Blacks 3-005E
  - Impact of Court Cases on Minority Employment 3-055
  - Manpower Goals for American Democracy 4-002
  - Manpower Impacts of a Credit Economy 3-005T
  - Mexican Illegal Aliens in Urban Labor Markets 5-142
  - Offender Employment Restrictions 2-143
  - Pre-Retirement Years 3-012A
  - Proficiency Test for Technical Occupations 2-051A
  - Spanish Americans in the Labor Market 3-030
  - Study of Urban and Rural Nonreservation Indian Manpower Programs 3-015
  - Theory of Discrimination: A Systems Approach 3-051
  - Upgrading Blue-Collar and Service Workers 3-005N
- Disincentives—See INCENTIVES
- Displaced Workers—See LAYOFFS
  - Estimation of Earnings Losses Associated with Job Displacement 6-014
- DISSERTATIONS—See also DOCTORAL DISSERTATION GRANTS; DOCTORAL DEGREES
- DISTRICT OF COLUMBIA
  - Expansion of Pretrial Intervention Programs 2-129
  - Manpower Institutional Grant (1974): West Virginia University 5-013
  - Offender Employment Restrictions 2-143
  - Permanent Part-Time Employment: Exploratory Analysis 3-059
- Division of Labor—See OCCUPATIONAL STRUCTURE
- DOCTORAL DEGREES—See also UNIVERSITIES AND COLLEGES; DOCTORAL DISSERTATION GRANTS
  - Labor Market for Economists 5-130
  - Underemployment of Ph.D.'s 5-205
- DOCTORAL DISSERTATION GRANTS—(Doctoral Dissertation Grants appear in Chapter 5B.) See also particular subject of dissertation.
  - Expanding Benefits of Manpower Research Products 1-055
  - Manpower Research and Formation of Policy 4-010
- DOMESTIC SAVING AND INVESTMENT
  - Estimating the Distributional Consequences of Direct Foreign Investment 6-013
- DROPOUTS—See also EDUCATION; TRAINING; HIGH SCHOOL
  - Career Thresholds 3-012C
  - Chicago Youth Development Project 5-246
  - Effectiveness of Graham Associates Demonstration Project 2-019
  - Employment Program for Minority Girls 2-001
  - In-School Employment Project for Young Black Teenage Girls 2-008
  - In-School NYC Influence on Earnings Capacity 5-120
  - Manpower Economic Education 2-022
  - New Education Programing in Manpower Training Projects 2-014
  - Noneconomic Impacts of Job Corps 2-021
  - Operations Research to Monitor VEPS In-School NYC Enrollees 2-016
  - VEPS Program for In-School NYC Enrollees 2-005
- DRUG USERS
  - Drug Abuse Prevention in Youth Resident Centers 2-117
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  - Job Finding and Performance of Addicts/Ex-Addicts 2-124
  - Noneconomic Impacts of Job Corps 2-021
  - Pioneer Messenger Service 2-031
  - Supported Employment Demonstration Project 2-045
  - Supported Employment in the Public Sector 2-032
- Dual Jobholding—See MOONLIGHTING
- DUAL LABOR MARKETS—See also SECONDARY LABOR FORCE
  - A Study of Swapping 5-219
  - Collective Bargaining in Secondary Labor Markets in the South 5-255
  - Dual Labor Market 5-065
  - Effect of Collective Bargaining on Low-Wage Employment 3-039
  - Evolution of Segmentation in the Labor Market 5-090
  - Exploratory Empirical Research on Secondary Labor Markets 5-247
  - Labor Market Behavior of Male Youth 5-126
  - Labor Market Segmentation 3-010
  - Metropolitan Labor Market 3-005J
  - Mexican Illegal Aliens in Urban Labor Markets 5-142
  - Potential of Wage Subsidies 4-013
  - Poverty, Politics, and Relief 5-164
  - The Development of the Labor Force in San Francisco, 1870-1910 5-062
  - The Female Insured Unemployed 5-093
  - Turnover, Unemployment, and the Dual Labor Market 5-259
  - Unions and Labor Market Segmentation 5-208
  - Welfare Dependency and Low-Income Labor Markets 4-016
- DURATION OF UNEMPLOYMENT
  - Asking Wage Behavior of Unemployed Workers 5-029
  - Effects of Adjustment Assistance on Displaced Workers 5-245
  - Exploratory Empirical Research on Secondary Labor Markets 5-247
  - Household Heads, Job Search, and Quit Behavior 5-123
  - Job Search Behavior and Duration 5-124
  - Market Differentials and Labor Force Behavior 5-147
  - Men in WIN 2-094
  - Rate of Wage Inflation 5-060
  - Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-138
  - Study of Unemployment Insurance Exhaustees 3-043
  - The Female Insured Unemployed 5-093
  - The Generation and Acceptance of Job Search 5-086
  - Unemployment Duration, Compensation, and Job Search 5-206
  - Welfare Dependency and Low-Income Labor Markets 4-016
  - Why Do Blacks and Women Have High Unemployment Rates? 5-285
- Dyslexia—See READING

E

- EARNINGS—See also INCOME; WAGES
  - An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 5-019

Career Thresholds 3-012C
Critique of Duncan's Stratification Research 5-045
Determinants of Economic Success 2-015
Dual Careers 3-012D
Earnings, Occupational Choice, and Early Family Formation 5-238
Effects of Psychological Biases Upon Occupational Attainments of Workers 5-084
Employment and Income: Puerto Rico Simulation Model 5-243
Employment Characteristics of Chinese Americans 4-007
Employment Effects of Foreign Investment and Trade 6-041
Factors Affecting Earnings of Workers Terminated In Plant Closure 5-253
Human Capital Earning Functions 5-085
Human Resources in the U.S. and Japan 5-190
In-School NYC Influence on Earnings Capacity 5-120
Interarea Educational Earnings Differentials 5-115
Labor Adjustment to Employment Reductions 6-040
Labor Effort Disincentives of Negative Income Taxation 5-127
Labor Force Participation Rates of Married Women 5-280
Labor Market Segmentation 3-010
Labor Market to Human Capital 5-136
Logit Model With Reference to Wage Subsidies 5-230
Male and Female Wage and Employment Differences 5-159
Manpower Utilization in Labor Markets 3-007
National Models of Factor Income Distribution 5-042
Predicting Earnings 5-165
Rates of Return to Educational Investment 5-172
Registered Nurse Training Programs 5-173
Removing Restrictions on Imports of Steel 6-039
Rural Manpower Mobility Plan Effectiveness 1-033
Sex Differences in Income Determination 5-055
Sexual Inequality of Earnings Among Blue-Collar Workers 5-058
Tax Law Effect on Labor Supply of Married Women 5-104
Temporary Involuntary Unemployment 6-023
The Effects of Labor Market Concentrations on Wages 5-083
The Generation and Acceptance of Job Search 5-086
Trends in Women's Education, Attainment, Earnings, and Occupations 5-028
Turnover and Wage Dynamics, 1932 1972 5-087
Wage Differentials in Japanese Manufacturing 5-170
Work Attitudes and Labor Market Experience 3-071
Workshop on Research Needed on Women's Employment Situation 1-062

ECONOMETRIC ANALYSIS
  Econometric Analysis of Part-Time Labor Market 3-019
Econometrics—See ECONOMIC ANALYSIS AND ECONOMETRICS
ECONOMIC ANALYSIS
  Federal Civil Rights Legislation and Economic Positions of Minorities 5-080
  Manpower Utilization in Labor Markets 3-007
  Registered Nurse Training Programs 5-173
  Women in Temporary Help Jobs 3-023
ECONOMIC ANALYSIS AND ECOMETRICS
  Employment Characteristics of Chinese Americans 4-007
ECONOMIC ANALYSIS AND ECONOMETRICS
  Econometric Models of Local Labor Markets and Training Programs' Success Indicat 3-003
  A Comparative Analysis of White, Black, and Latino Income Distributions 5-040
  Asking Wage Behavior of Unemployed Workers 5-029
  Assets, Labor Supply, Consumption Over the Life Cycle 5-031
  Behavioral Model of Labor Force Migration 5-033
  Contribution of Social Resources in the Labor Force 5-044
  Crime, Punishment, and the Labor Process 5-143
  Decisionmaking Matrix and Resource Allocation Model 1-004
  Demand for Education of White and Black Males 5-174
  Domestic Impacts of an Overvalued Currency 6-007
  Early Retirement and the Labor Market Dynamics of Older Workers 5-067
  Economic Analysis of Occupational Licensure 4-005
  Employment and Income Consequence of Alternative Development Strategies 5-244
  Employment Characteristics of Chinese Americans 4-007
  Employment Decentralization and Minority Labor Supply 5-076
  Employment Impact of Multinational Corporations 4-008
  Foreign Trade Effects on Employment with Wharton Models 6-035
  Growth of Service Employment 3-0051
  Household Heads, Job Search, and Quit Behavior 5-123
  Housing Discrimination Effect on Negro's Commuting 5-077
  Human Capital Earning Functions 5-085
  Labor Effort Disincentives of Negative Income Taxation 5-127
  Labor Market Forecasting 3-011
  Labor Market in Open Macroeconomic Model 6-029
  Labor Market Information System Design and Use 1-025
  Labor Market Segmentation 3-010
  Labor Market, Inflation, and Manpower Policy 3-009
  Life-Cycle Model of Pensions 5-137
  Logit Model With Reference to Wage Subsidies 5-230
  Manufacturers' Assistance in Customer Manpower Training 5-145
  Microeconomic Model of the Distribution of Labor Income 5-150
  Municipal Government Employment and Wages 5-239
  National Longitudinal Surveys of Labor Force Behavior 3-012
  Nonseparable Approach to Labor Market Substitution 5-198
  Nursing Salaries 5-263
  Occupational Licensure of Allied Health Programs 5-152
  Phenomenology of Human Labor 5-161
  Poverty, Politics, and Relief 5-164
  Search Unemployment and the Phillips Curve 5-106
  Services for Workers at the Workplace 3-062
  Short- and Long-Run Demand for Labor Services 5-049
  Short-Run Employment Fluctuations in Public Utilities 5-277
  Social Inequality and Labor Force Participation 5-184
  Static and Dynamic Labor Supply Functions 4-015
  Tax Law Effect on Labor Supply of Married Women 5-104
  The Female Insured Unemployed 5-093
  The Structure of Youth Labor Markets 5-192
  Turnover and Wage Dynamics, 1932-1972 5-087
  Turnover, Unemployment, and the Dual Labor Market 5-259
  Unemployment Insurance in Urban Labor Market 5-068
  Unionized Contract Construction Wage Changes 5-121
  University Salary Structure and Sex Discrimination 5-279
  Wage Differentials in Japanese Manufacturing 5-170
  Wage Inflation and Regional Migration 5-064
  Wage Versus Job Competition 3-013
  Youth in the Labor Market: A Cross-Sectional Analysis 5-222
Economic Corporations—See CORPORATIONS
ECONOMIC DEVELOPMENT
  Employment and Income: Puerto Rico Simulation Model 5-243
  Investment Priorities in Urban Black Communities 5-059
  Rural Labor Markets 3-036
ECONOMIC FORCASTING
  Manpower Policy and Programs—A Planning Project 5-260
ECONOMIC FORECASTING—See also MANPOWER PROJECTIONS
  Econometric Models of Local Labor Markets and Training Programs' Success Indicat 3-003
  Employment and Income Consequence of Alternative Development Strategies 5-244
  Labor Market Forecasting 3-011
  Manpower and Economic Indicators and Forecasts 1-017
  Short-Run Employment Fluctuations in Public Utilities 5-277
ECONOMIC GROWTH
  Employment and Income Consequence of Alternative Development Strategies 5-244
  Foreign Trade Effects on Employment with Wharton Models 6-035
ECONOMIC INDICATORS—See also LABOR MARKET INFORMATION
  Employment and Shifts in the Phillips Curve 5-183
  Manpower and Economic Indicators and Forecasts 1-017
  Rate of Wage Inflation 5-060
  The Effects of Labor Market Concentrations on Wages 5-083
  Triggering Mechanisms for Unemployment Benefits 5-023
Economic Models—See ECONOMIC ANALYSIS AND ECONOMETRICS
ECONOMIC POLICY—(Projects dealing principally with this subject appear in Chapter 5.)
  Manpower Goals for American Democracy 4-002
  Manpower Policy and Programs—A Planning Project 5-260
  Manpower Research and Formation of Policy 4-010
  National Models of Factor Income Distribution 5-042

Static and Dynamic Labor Supply Functions 4-015
ECONOMIC STATUS
Analysis of Black-White Economic Status 5-107
Critique of Duncan's Stratification Research 5-045
Determinants of Economic Success 2-015
Economic Status of Asians and Blacks in California 5-177
Law and the Development of Citizenship 5-134
Negro Occupational Status and Education 3-033
ECONOMIC WELFARE—See also WELFARE PROGRAMS
Manpower Conflicts and Resolutions 3-005R
ECONOMISTS—See AGRICULTURAL ECONOMISTS
Labor Market for Economists 5-130
EDS—See ENVIRONMENTAL DEPRIVATION SCALE
EDT—See EMPLOYABILITY DEVELOPMENT TEAMS
EDUCATION—See also particular aspect of education
Career Thresholds 3-012C
Chicago Youth Development Project 5-246
Demand for Education of White and Black Males 5-174
Dual Careers 3-012D
Educational and Occupational Mobility 5-014
Health Services Mobility Study (HSMS) 2-069
Interarea Educational Earnings Differentials 5-115
Job Placement Services in Colleges 2-004
National Longitudinal Surveys of Labor Force Behavior 3-012
Planning for Human Resource Development 1-002
Prisoner Rehabilitation Through Behavior Modification 2-131
Sex Differences in Income Determination 5-055
Study of Job Corps Allowances Systems 2-020
Years for Decision 3-012B
EDUCATION EFFECT ON CAREER PATTERNS—See also RETURNS ON EDUCATIONAL INVESTMENT
Adolescent Social System Impact on Occupational Achievement 5-094
Career Patterns of 2-Year College Graduates 5-036
Coop Education in School-to-Work Transition 2-023
Educational Attainment and Adult Status of Brothers 5-056
Employment Quality and Self-Investment in Work 5-272
Social Inequality and Labor Force Participation 5-184
Social Service Tasks and Education Preparation 5-075
Social Workers in Manpower Programs 5-186
Trends in Women's Education, Attainment, Earnings, and Occupations 5-028
Work and Values 3-005H
EDUCATIONAL ASPIRATIONS
Career Thresholds 3-012C
Desegregation and Career Goals 3-005M
Manpower Impacts of a Credit Economy 3-005I
Years for Decision 3-012B
EDUCATIONAL ATTAINMENT
A Comparative Analysis of White, Black, and Latino Income Distributions 5-040
Demand for Education of White and Black Males 5-174
Desegregation and Career Goals 3-005M
Early Career Contigencies of Status Attainment 5-237
In-School NYC Influence on Earnings Capacity 5-120
Negro Occupational Status and Education 3-033
Role of Husband Support on Wife's Return to School 5-175
Educational Materials—See INSTRUCTIONAL MATERIALS
EEA—See EMERGENCY EMPLOYMENT ACT
EEOC—See EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
EFFECTIVENESS OF PROGRAMS—See also PREDICTION OF SUCCESS IN PROGRAMS, TRAINING EFFECTIVENESS AND IMPACT
Alternatives to Incarceration 2-126
An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-071
Assessment of Experimental Manpower Laboratories 1-051
Chicago Youth Development Project 5-246
Effectiveness of Graham Associates Demonstration Project 2-019
Evaluation Methodology for Employer Services Program 1-040
Evaluation of 1972 Summer Intern Program 2-012A
Manpower Research and Formation of Policy 4-010
Model NYC Programs for Rural Youth 2-009
Operations Research to Monitor VEPS In-School NYC Enrollees 2-016
Portland Concentrated Employment Program 5-138
Public Service Employment and Upgrading Project in Vermont 2-029
Selected Out-of-School NYC Programs 2-012
Shared Decisionmaking in Prison Management 2-140
Training Programs in Michigan Prisons 5-034
Unemployment Insurance in Transition 5-283
Use of Biographical Information System in WIN Programs 2-102
Where Have All the Dollars Gone? 1-012C
EFFECTIVENESS OF PROGRAMS REHABILITATION
A Study of Wisconsin's Workmen's Compensation 5-195
Effectiveness of Training—See TRAINING EFFECTIVENESS AND IMPACT
ELASTICITY OF LABOR DEMAND
Impact of the Work Incentive Program on Local Labor Markets 5-252
ELASTICITY OF LABOR SUPPLY
Household Heads, Job Search, and Quit Behavior 5-123
Nonfarm Work of Farm-Family Members 5-232
ELASTICITY OF SUBSTITUTION
Nonseparable Approach to Labor Market Substitution 5-198
Elderly People—See OLDER WORKERS
ELECTRICIANS
Related Instruction in Apprenticeship 2-055
Electronics—See ELECTRONICS INDUSTRY
ELECTRONICS INDUSTRY
Trade and Employment in the Electronics Industry 6-042
ELITE OCCUPATIONS—See also OCCUPATIONAL STATUS; HIGH-LEVEL JOBS
Labor Market: Segments and Shelters 3-005A
EMERGENCY EMPLOYMENT ACT (1971)
Manpower Research and Formation of Policy 4-010
Multiproject Demonstration of Manpower Development 1-007
EML—See EXPERIMENTAL MANPOWER LABORATORIES
EMPLOYABILITY DEVELOPMENT—See also PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVE PROGRAM (WIN), CONCENTRATED EMPLOYMENT PROGRAM; ORIENTATION, PREVOCATIONAL TRAINI nG
Experimental Manpower Laboratory: Disadvantaged Youth 2-130
Training for Upgrading During Layoff 2-073
EMPLOYABILITY DEVELOPMENT TEAMS
Workfare's Impact on Employable Welfare Recipients 2-089
Employee Commitment—See WORK ATTITUDES
EMPLOYER ATTITUDES—See also ATTITUDES
American Reactions to Foreign Apprenticeship Practices 2-050
Attitudes Regarding the Public Employment Service 1-044
Career Information System 1-010
Employment of Handicapped in State Civil Service 3-054
Executive Order 11598 and the Employment Service 1-034
Flexible Work Schedules for Welfare Participants 2-098
Institutional Racism 5-112
Management by Objectives 5-141
Manufacturers' Assistance in Customer Manpower Training 5-145
Mexican Illegal Aliens in Urban Labor Markets 5-142
Preparation for Work 3-005Q
WIN Tax Credit Program (Talmadge Amendments) 2-101A
Workfare's Impact on Employable Welfare Recipients 2-089
Youth Labor Market: International Variations 3-005O
EMPLOYER MANPOWER PLANNING—See also LABOR DEMAND
Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 5-015
Career Progression Systems 2-063
Expanding Benefits of Manpower Research Products 1-055
Labor in Nonprofit Industries and Government 3-018
Manpower Planning in the Steel Industry 3-005D
Metropolitan Labor Market: New York 1-012A
Pilot Manpower Training Advisory Service for Employers 3-060
Upgrading in Agriculture 2-061
Upgrading in Private Industry 2-067
EMPLOYER MANPOWER PRACTICES AND POLICIES—See specific employer practices and policies.
Employer Attitudes Toward Ex-Offenders 5-225
Selection and Career Advancement in an Internal Labor Market 3-058

  Manpower in Local Government 3-005K
  Permanent Part-Time Employment: Exploratory Analysis 3-059
  Public Employment Service—Employee Perceptions of Management Practices 1-050
  Public Service Employment and Upgrading Project in Vermont 2-029
EMPLOYER SERVICES
  Attitudes Regarding the Public Employment Service 1-044
  Employer Sponsored Child Day Care 2-113
  Evaluation Methodology for Employer Services Program 1-040
  Experimental Design of Net Benefit Analysis of the Employment Service 1-036
  Facilitating Employment of Disabled Veterans 3-022
  Mail-Matching of Applicants and Jobs 5-240
  Pilot Manpower Training Advisory Service for Employers 3-060
Employer Tax Credit—See WORK INCENTIVE PROGRAM (WIN)
EMPLOYMENT—See specific aspects of employment
  Domestic Impacts of an Overvalued Currency 6-007
  Federal Civil Rights Legislation and Economic Positions of Minorities 5-080
  Impact of Quota and Tariff Restrictions on Steel Industry Employment 6-019
  Labor Adjustment to Employment Reductions 6-040
  Manpower Economic Education 2-022
  Physical Rehabilitation and Employment of WIN Recipients 2-096
  Quota and Tariff Restrictions on Employment in the U.S. Footwear Industry 6-020
  Theory of Discrimination: A Systems Approach 3-051
  Years for Decision 3-012B
Employment Agencies, Private—See PRIVATE EMPLOYMENT AGENCIES
Employment Agencies, Public—See PUBLIC EMPLOYMENT SERVICE
Employment Counseling—See COUNSELING AND GUIDANCE
EMPLOYMENT OPPORTUNITIES—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
  Advanced Service Metropolis 3-005F
  Coal Industry's Manpower Needs Study 3-044
  Disadvantaged Workers in Parks and Recreation 2-028
  Employment and Income: Puerto Rico Simulation Model 5-243
  Employment Characteristics of Chinese Americans 4-007
  Employment Generated by New Government Contracts 1-027
  Exploratory Empirical Research on Secondary Labor Markets 5-247
  Fertility and Labor Participation of Married Women 5-276
  Future Orientation and Expectations as Success Predictors 5-096
  Growth of Service Employment 3-005I
  Handbook for Employment of the Slow Learner 2-134
  Immigrants in the Labor Force 3-029
  Improving Entry of Minority Women into Professional and Managerial Jobs 2-075
  Job Information Center 1-022
  Labor Effort Disincentives of Negative Income Taxation 5-127
  Labor Market, Inflation, and Manpower Policy 3-009
  Newspaper Advertisements as Labor Market Indicators 1-021
  Nonfarm Employment Problems of Farm Laborers 3-014
  Occupational Licensure of Allied Health Programs 5-152
  Population Decrease and Employment in Agricultural Communities 5-176
  Problem of Teenage Unemployment 5-166
  Project Volunteer Power 2-137
  Relationship Between Employment, Unemployment, and Migration 3-006
  Relationship Between Regional and Overall Employment 5-275
  Rural Labor Markets 3-036
  Short-Run Employment Fluctuations in Public Utilities 5-277
  State Employment Service Professional Selection System 1-043
  Suburbanization and the City: The Metropolitan Labor Market 3-005L
  WIN/Welfare Tax Credits 2-082
EMPLOYMENT PATTERNS—See also CAREER PATTERNS; LABOR FORCE BEHAVIOR
  Adolescent Social System Impact on Occupational Achievement 5-094
  Conference on Longitudinal Study of Men in Pre-Retirement Years 3-038
  Dual Careers 3-012D
  Employment and Shifts in the Phillips Curve 5-183
  Employment Impact of Multinational Corporations 4-008
  Health of Working and Nonworking Poverty Mothers 2-088
  Hours of Work in Manufacturing, 1947-70 5-256
  Immigrants in the Labor Force 3-029
  Interface of Work and Welfare 3-005C
  Interrelationship Between Female Employment and Fertility 5-117
  Job Patterns for WIN Terminees 2-093
  Labor Market Behavior of Male Youth 5-126
  Labor Market, Inflation, and Manpower Policy 3-009
  Manpower in Local Government 3-005K
  Manpower Research and Formation of Policy 4-010
  Midlife Career Change: Coping with Transitions in Employment 5-261
  National Longitudinal Surveys of Labor Force Behavior 3-012
  National Longitudinal Surveys: Lessons for Policy 3-031
  Negro Occupational Status and Education 3-033
  Permanent Part-Time Employment: Exploratory Analysis 3-059
  Pre-Retirement Years 3-012A
  Social Network Effects on Employment 5-278
  The Female Insured Unemployed 5-093
  The Youth Labor Market 3-048
  Work and Welfare Patterns of Low-Income Families 2-100
  Years for Decision 3-012B
EMPLOYMENT POLICY
  Facilitating the Adoption of New Procedures 1-005
  Labor Market, Inflation, and Manpower Policy 3-009
  Manpower Policy and Programs—A Planning Project 5-260
  Manpower Research and Formation of Policy 4-010
  Offender Employment Restrictions 2-143
  Public Employment Programs in Wisconsin 5-168
  Public Service Employment and Upgrading Project in Vermont 2-029
Employment Security Agencies—See PUBLIC EMPLOYMENT SERVICE
Employment Service—See PUBLIC EMPLOYMENT SERVICE
EMPLOYMENT SERVICE MANAGEMENT—See also MANPOWER PROGRAM MANAGEMENT
  Attitudes Regarding the Public Employment Service 1-044
  Conference on the Public Employment Service 1-030
  Facilitating the Adoption of New Procedures 1-005
  Handbook for Locating Employment Service Offices 1-046
  Performance Standards for Employment Service Functions 1-032
  R&D Strategy Design for the Employment Service 1-035
  USES Management Information Needs 1-015
EMPLOYMENT SERVICE STAFF—See also STAFF TRAINING
  Multiproject Demonstration of Manpower Development 1-007
  R&D Strategy Design for the Employment Service 1-035
  State Employment Service Professional Selection System 1-043
  Texas Migrant Demonstration Project 2-122
Employment Service Staff Training—See EMPLOYMENT SERVICE STAFF
EMPLOYMENT TERMINATION—See also JOB RETENTION; LAYOFFS
  Adjusting to Employment Termination 5-223
  Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 5-092
  Manpower Research and Formation of Policy 4-010
ENERGY INDUSTRY—See also PUBLIC UTILITIES
ENGINEERS
  American Engineers' Perception of Technology 5-180
  Engineers and Scientists in California 5-070
  Labor Market Experience for Engineers 3-027
  Labor Market for Scientific Personnel 5-131
  Mail-Matching of Applicants and Jobs 5-240
  Weaponsmakers: Role Orientations of Scientists and Engineers 5-215
ENGLISH AS A SECOND LANGUAGE (ESL)
  Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  Impact of BOLT on Manpower Agencies 2-003
  Upgrade Training in the Canning Industry 2-078
Entrepreneurs—See OWNERS
ENTRY-LEVEL EMPLOYEE PROBLEMS
  Multiproject Demonstration of Manpower Development 1-007

Environment—See WORK ENVIRONMENT
ENVIRONMENTAL DEPRIVATION SCALE (EDS)
  Prisoner Rehabilitation Through Behavior Modification 2-131
EQUAL EMPLOYMENT OPPORTUNITY ACT (1972)—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
  Successful Career Women 3-005P
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION—See also BLACKS; WOMEN; MINORITIES; DISCRIMINATION; SPANISH-SPEAKING AMERICANS
  EEO Programs Effect on Minorities and Women in Federal Agencies 5-098
  Federal Civil Rights Legislation and Economic Positions of Minorities 5-080
  Impact of Laws Prohibiting Sex Discrimination 5-100
  Maternity Leave Benefits 3-066
ESKIMOS
  Technological Change in Two Arctic Communities 5-201
ESL—See ENGLISH AS A SECOND LANGUAGE (ESL)
ETHNIC GROUPS—(Projects dealing principally with this subject appear in Chapter 2E.)
  Employment Characteristics of Chinese Americans 4-007
  Evaluation of 1972 Summer Intern Program 2-012A
  Job Stigma and Self Esteem 5-125
  Labor Market for Policemen 5-026
  Mexican Illegal Aliens in Urban Labor Markets 5-142
  Negro Employment in Southern Construction Industry 3-032
  Organizational Experience and Employee Work Attitudes 3-068
  Rural Labor Markets 3-036
  Task Modules for Validation of BOLT 2-103
EUROPE
  Bridges to Work for Young People 3-005B
  European Manpower Policies 5-226
  Preparation for Work 3-005Q
  Youth Labor Market: International Variations 3-005O
Evaluation—See ASSESSMENT AND EVALUATION
EVALUATION AND ASSESSMENT
  Impact of Mandatory Registrants on ES 1-028
Ex-Offenders—See CORRECTIONS
EXECUTIVE ORDER NO. 11598
  Career Information System 1-010
  Executive Order 11598 and the Employment Service 1-034
EXEMPLARY REHABILITATION CERTIFICATE PROGRAM—See also VETERANS
Expectancy Theory—See MOTIVATION
EXPERIMENTAL MANPOWER LABORATORIES
  Assessment of Experimental Manpower Laboratories 1-051
  Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  Experimental Manpower Laboratory: Social Systems Intervention 2-106
  Manpower Programing and Social Work Expertise 1-029
  Prisoner Rehabilitation Through Behavior Modification 2-131
EXPERIMENTAL MODEL
  Utilization of R&D Findings 1-059A
EXPORT SUBSIDIES
  Qualification of Effects of Non-Tariff Barriers 6-036
  Quantification of the Effects of Non-Tariff Barriers 6-037
EXTERNAL LABOR MARKETS
  Upgrading in Agriculture 2-061

F

FAIR LABOR STANDARDS ACT—See also MINIMUM WAGE LAWS
  Sheltered Workshops and Handicapped Clients Survey 2-077
FAMILIES—See also FATHERS; MOTHERS; LOW INCOME; HOUSEHOLDS
  Determinants of Economic Success 2-015
  Dual Careers 3-012D
  Earnings, Occupational Choice, and Early Family Formation 5-238
  Educational Attainment and Adult Status of Brothers 5-056
  Impact of Human Resources Policies on Geographic Mobility 4-001
  Inflation and Distribution of Income 5-139
  Labor Force Mobility of Females 5-024
  Labor Force Participation Rates of Married Women 5-280
  Men in WIN 2-094
  Nonfarm Work of Farm-Family Members 5-232
  Paternal Authority, Work Training, and Income Maintenance Programs 2-095
  Study of Unemployment Insurance Exhaustees 3-043
  Total WIN Family Support 2-087
  Women's Postgraduate Employment 5-241
  Work and Income in Urban Poverty Areas 3-040
  Work, Welfare, and the Increase in Women Living Independently of Men 5-221
FAP—See FAMILY ASSISTANCE PLAN
FARMWORKERS—See also MIGRANTS
  Citrus Labor Market Demonstration Project 3-017
  Effects of Technology on Organizational Structure 5-079
  Employment and Income: Puerto Rico Simulation Model 5-243
  Manpower Research and Formation of Policy 4-010
  Nonfarm Employment Problems of Farm Laborers 3-014
  Nonfarm Work by Farm Families 5-231
  Nonfarm Work of Farm-Family Members 5-232
  Rural Manpower Mobility Plan Effectiveness 1-033
  Structural Analysis of the Knights of Labor 5-167
  Texas Migrant Demonstration Project 2-122
  Upgrading in Agriculture 2-061
FATHERS—See also FAMILIES; MEN
  Paternal Authority, Work Training, and Income Maintenance Programs 2-095
FEASIBILITY STUDY
  Baltimore Employee Health Program 2-111
  Cooperative Planning to Improve Occupational Regulation 4-004
  Retaining Problem Drinkers on the Job 2-121
Federal Contract—See FEDERAL FUNDING
FEDERAL FUNDING—See also MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT
  Demand for Workers in the U.S. Economy 5-088
  Employment Generated by New Government Contracts 1-027
  Reduced Research Funding and University Scientists 5-063
FEDERAL GOVERNMENT—See also GOVERNMENT WORK
  Employment Generated by New Government Contracts 1-027
  Federal Government and Private Sector Wage Differentials 5-212
  Internal Allocation of Labor in a Civil Service Merit System 5-027
  Social Workers in Manpower Programs 5-186
Females—See WOMEN
FERTILITY—See also WOMEN; POPULATION
  Birth Expectations and Work Experience 3-021
  Births and Women's Labor Force Participation 5-203
  Fertility and Labor Participation of Married Women 5-276
  Interrelationship Between Female Employment and Fertility 5-117
  Women and the American Occupational Structure 5-286
  Years for Decision 3-012B
FILMS
  Employment of Handicapped in State Civil Service 3-054
  Facilitating the Adoption of New Procedures 1-005
  Retaining Problem Drinkers on the Job 2-121
  Staff Training for Basic Education 2-013
  Women in Wisconsin Apprenticeship 2-060
FIRE FIGHTERS
  Job Creation for Laid-Off Municipal Workers 2-114
FISCAL POLICY—See also FEDERAL FUNDING
  Manpower Research and Formation of Policy 4-010
  Where Have All the Dollars Gone? 1-012C
FLORIDA
  Manpower Institutional Grant (1974): Memphis State University 5-003
  Rural Manpower Mobility Plan Effectiveness 1-033
FOOD SERVICE INDUSTRY
  Career Progression Systems 2-063
  Part-Time Employment in Food Services 5-053
  Upgrading in the Food Service Industry 2-066
FOOTWEAR INDUSTRY
  Quota and Tariff Restrictions on Employment in the U.S. Footwear Industry 6-020
FOREIGN MANPOWER POLICY
  American Reactions to Foreign Apprenticeship Practices 2-050
  Conference on the Public Employment Service 1-030
  European Manpower Policies 5-226

- FOREIGN PRODUCTION COSTS
  - Price Behavior in U.S. Industries 6-032
- FOREIGN TRADE
  - A Foreign Automobile Impact Study 6-016
  - Hedonic Demand Model for Automobiles 6-018
  - Qualification of Effects of Non-Tariff Barriers 6-036
  - Quantification of the Effects of Non-Tariff Barriers 6-037
- FOREIGN TRADE AND INVESTMENT
  - Estimating Substitution Possibilities Between Imports and Domestic Production 6-012
  - Estimating the Distributional Consequences of Direct Foreign Investment 6-013
  - Merits of Tariffs, Quotas and Other Trade Policy Instruments 6-038
- FOREIGN TRADE AND INVESTMENTS
  - Adjustment to Freer Trade 5-016
  - Analysis of U.S. Footwear Industry 6-011
  - Changes in U.S. Market Share 6-005
  - Domestic Impacts of an Overvalued Currency 6-007
  - Effects of International Market Linkages 6-008, 6-009
  - Effects of Trade Liberalization on Trade and Employment by Industry 6-017
  - Effects of Trade Policies on Product and Labor Markets 6-006
  - Effects of U.S. Sugar Policies and Programs 6-010
  - Employment and Income: Puerto Rico Simulation Model 5-243
  - Employment Effects of Foreign Investment and Trade 6-041
  - Employment Impact of Multinational Corporations 4-008
  - Foreign Trade Effects on Employment with Wharton Models 6-035
  - Impact of Foreign Trade and Investment on Labor 6-022
  - Impact of Quota and Tariff Restrictions on Steel Industry Employment 6-019
  - Impact of Technology Transfers 6-021
  - Interaction Between Domestic and Foreign Investment 6-024
  - International Trade Indicators and Prices in a Aggregative Economic Model 6-028
  - International Transfer of Industrial Technology 6-026
  - Labor Turnover and Experienced Worker Unemployment 6-030
  - Laid-off Workers in Manufacturing 6-004
  - Location of Manufacturing Production by U.S. Multinational Enterprises 6-031
  - Manpower Research and Formation of Policy 4-010
  - Price Response in Markets 6-033
  - Quota and Tariff Restrictions on Employment in the U.S. Footwear Industry 6-020
  - Removing Restrictions on Imports of Steel 6-039
  - Supply Access Issues 6-043
  - Tariff Items 806.30 and 807.00 6-044
  - Trade Adjustment Assistance Program 6-015
  - Trade and Employment Effects of Multilateral Trade Liberalization 6-045
  - Trade and Employment in the Chemical Industry 6-046
  - Trade and Employment in the Electronics Industry 6-042
  - U.S. Trade Policy: Formation and Effects 6-048
- Foremen—See SUPERVISION
- Four Day Workweek—See WORK SCHEDULES
- FRICTIONAL UNEMPLOYMENT
  - Effects of Adjustment Assistance on Displaced Workers 5-245
  - Exploratory Empirical Research on Secondary Labor Markets 5-247
  - Turnover and Wage Dynamics, 1932-1972 5-087
- FRINGE BENEFITS
  - Fringe Benefits and Overtime Costs in the Automobile Industry 5-081
  - Maternity Leave Benefits 3-066
  - Retaining Problem Drinkers on the Job 2-121
  - Services for Workers at the Workplace 3-062
  - Sheltered Workshops and Handicapped Clients Survey 2-077
  - Supplemental Uses of the Workplace 3-064
- Fruit and Vegetable Harvesting—See FARMWORKERS

G

- GARNISHMENT OF WAGES
  - Sociological Aspects of Debt Entanglement 5-187
- GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION
  - Developing a Model for Youth Education 2-010
  - Effectiveness of Graham Associates Demonstration Project 2-019
  - New Education Programing in Manpower Training Projects 2-014
- GEOGRAPHIC MOBILITY
  - Behavioral Model of Labor Force Migration 5-033
  - Career Patterns of 2-Year College Graduates 5-036
  - Career Thresholds 3-012C
  - Dual Careers 3-012D
  - Economic Assimilation of Mexican Americans in Michigan 5-155
  - Emigration of Southern Blacks 5-072
  - Impact of Human Resources Policies on Geographic Mobility 4-001
  - Interstate Labor Force Migration 5-021
  - Job Search and Relocation Assistance Pilot Project 2-115
  - Labor Mobility and Income Change 5-258
  - Labor Relocation Assistance: Tuskegee Institute 5-132
  - Mississippi STAR Labor Mobility Project 2-118
  - Multiracial Work Forces in Coal, 1880-1930 5-095
  - Nonfarm Employment Problems of Farm Laborers 3-014
  - Relationship Between Employment, Unemployment, and Migration 3-006
  - The Development of the Labor Force in San Francisco, 1870-1910 5-062
  - Wage Inflation and Regional Migration 5-064
  - Years for Decision 3-012B
- GEORGIA
  - Low-Income Families in Four Rural Counties 3-020
  - Manpower Institutional Grant (1974): Memphis State University 5-003
- GEORGIA, ATLANTA
  - Metropolitan Labor Market 3-005J
- GHETTO RESIDENTS
  - Chicago Youth Development Project 5-246
  - Geographical Immobility and Low-Income Area Unemployment 5-082
  - Ghetto Economic Corporations 5-194
  - Labor Market: Segments and Shelters 3-005A
  - Work and Income in Urban Poverty Areas 3-040
- GI BILL OF RIGHTS—See also VETERANS
  - An Analysis of Training Under the GI Bill 2-047
- Geographic Immobility—See GEOGRAPHIC MOBILITY
- GEOGRAPHIC MOBILITY—See also MIGRATION; MOBILITY ASSISTANCE
- GHETTO RESIDENTS—See also INNER-CITY RESIDENTS
- Girls—See YOUNG WOMEN
- Goods Producing Industries—See MANUFACTURING
- GOVERNEMNT POLICIES
  - Job Satisfaction and Parolee Recidivism 2-025A
- Government Contract—See FEDERAL FUNDING
- GOVERNMENT POLICIES—See also FEDERAL FUNDING; MANPOWER POLICY
  - Approach to Measuring the Costs of Adjustment Assistance 6-003
  - Cooperative Planning to Improve Occupational Regulation 4-004
  - Employment Characteristics of Chinese Americans 4-007
  - Internal Allocation of Labor in a Civil Service Merit System 5-027
  - Labor Effort Disincentives of Negative Income Taxation 5-127
  - Labor Market Segmentation 3-010
  - Labor Market, Inflation, and Manpower Policy 3-009
  - Occupational Mobility Among Unionized Civil Service Employees 5-153
  - Public Service Employment for the Disadvantaged 5-169
- GOVERNMENT POLITICS
  - Economics of Occupational Health and Safety 5-074
- GOVERNMENT PROGRAM IMPACT ON MANPOWER
  - Employment Generated by New Government Contracts 1-027
  - Impact of Large Public Programs 3-005V
  - Manpower Impact of Government Programs and Policies 4-009
  - WIN Tax Credit Program (Talmadge Amendments) 2-101A

- GOVERNMENT WORK—See also FEDERAL GOVERNMENT; STATE AND LOCAL GOVERNMENTS; CIVIL SERVICE
  - Career Opportunities Development Program 2-062
  - Labor in Nonprofit Industries and Government 3-018
  - Unionized New York Social Service Employees 5-197
- GREAT BRITAIN
  - Effect of Collective Bargaining on Low-Wage Employment 3-039
- Guaranteed Job Program—See PUBLIC EMPLOYMENT PROGRAMS
- Guidance—See COUNSELING AND GUIDANCE
- GUIDELINES FOR MANPOWER PROGRAMS—See also MANPOWER PLANNING AND ADMINISTRATION; MANPOWER PROGRAM MANAGEMENT
  - Developing a Model for Youth Education 2-010
  - Drug Abuse Prevention in Youth Resident Centers 2-117
  - Effectiveness of Graham Associates Demonstration Project 2-019
  - NYC-2 Goes to Community College 2-007
- GUIDES FOR MANPOWER PROGRAMS
  - Computerized Construction LMI and Job Dispatching 1-020
  - Developing a Model for Youth Education 2-010
  - Operations Research to Monitor VEPS In-School NYC Enrollees 2-016
  - Predicting Job or Training Tenure 2-108
  - Workfare's Impact on Employable Welfare Recipients 2-089

H

- HANDBOOK
  - Cooperative Action to Improve Occupational Regulation 4-003
  - Handbook for Locating Employment Service Offices 1-046
- HANDBOOKS—See also INSTRUCTIONAL MATERIALS
  - Computerized Construction LMI and Job Dispatching 1-020
  - Expansion of Pretrial Intervention Programs 2-129
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  - Experimental Manpower Laboratory: Social Systems Intervention 2-106
  - Facilitating Employment of Disabled Veterans 3-022
  - Facilitating the Adoption of New Procedures 1-005
  - Handbook for Employment of the Slow Learner 2-134
  - Health Services Mobility Study (HSMS) 2-069
  - Mississippi STAR Labor Mobility Project 2-118
  - National Longitudinal Surveys of Labor Force Behavior 3-012
  - Offender Employment Restrictions 2-143
  - Paroling Authorities and Inmate Training Programs 2-052
  - Prisoner Rehabilitation Through Behavior Modification 2-131
  - Project VEHTS 3-035
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Vocational Guidance in High School 2-024
- HANDICAPPED
  - A Study of Wisconsin's Workmen's Compensation 5-195
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-071
  - Employment of Handicapped in State Civil Service 3-054
  - Facilitating Employment of Disabled Veterans 3-022
  - Handbook for Employment of the Slow Learner 2-134
  - Labor Force Characteristics of Puerto Rican Migrants 3-026
  - Occupational Choice of the Blind 5-264
  - Project Volunteer Power 2-137
  - Role Adjustment Among Impaired Workers 5-017
  - Sheltered Workshops and Handicapped Clients Survey 2-077
- HARDCORE—See also UNEMPLOYMENT
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  - Geographical Immobility and Low-Income Area Unemployment 5-082
- HAWAII
  - Development of a Regional Computer-Based Management Information System 1-019
  - Manpower Institutional Grant (1974): San Francisco State University 5-011
- Heads of Families—See FAMILIES
- HEALTH
  - Adjusting to Employment Termination 5-223
  - Community Structure and the Experiences of Shift Workers 5-227
  - Dual Careers 3-012D
  - Facilitating Employment of Disabled Veterans 3-022
  - Health of Working and Nonworking Poverty Mothers 2-088
  - Physical Rehabilitation and Employment of WIN Recipients 2-096
  - Pre-Retirement Years 3-012A
  - Services for Workers at the Workplace 3-062
- HEALTH AND SAFETY ATTITUDES—See also OCCUPATIONAL SAFETY AND HEALTH
  - Effectiveness in Work Roles 3-052
- HEALTH CARE
  - Health of Working and Nonworking Poverty Mothers 2-088
  - Large City Budgeting for Human Resource Expenditures 3-005U
  - Large City Budgeting for Human Resources Expenditures 3-005S
  - Noneconomic Impacts of Job Corps 2-021
  - Where Have All the Dollars Gone? 1-012C
  - Work Relationships in Medical Care Delivery 5-220
- HEALTH MANPOWER—See also PHYSICIANS; NURSES
  - Demand and Training for Dental Hygienists 5-046
  - Expanding Benefits of Manpower Research Products 1-055
  - Four-Day Workweek in Hospitals 5-101
  - Health Careers Guidebook Revision 2-018
  - Health Services Mobility Study (HSMS) 2-069
  - Impact of Large Public Programs 3-005V
  - Manpower Impact of Government Programs and Policies 4-009
  - Nursing Salaries 5-263
  - Occupational Licensure of Allied Health Programs 5-152
  - Proficiency Examinations for Medical Laboratory Workers 2-076
  - Project VEHTS 3-035
  - Restructuring Health Manpower Organizations 2-071
  - The Supply of Professional and Nonprofessional Nurses 5-281
  - Upgrading Blue-Collar and Service Workers 3-005N
  - Vocational Adjustment of Physician Assistants 5-209
  - Work Relationships in Medical Care Delivery 5-220
- Help Wanted Ads—See NEWSPAPER ADVERTISEMENTS
- High School Dropouts—See DROPOUTS
- HIGH SCHOOLS
  - Career Thresholds 3-012C
  - Coop Education in School-to-Work Transition 2-023
  - Vocational Guidance in High School 2-024
- HIGH-LEVEL JOBS—See also ELITE OCCUPATIONS
  - Manpower R&D Activities of DOL/AEC 2-080
  - Successful Career Women 3-005P
- HIGHWAY CONSTRUCTION
  - Urban Renewal Impact on Black Business 5-025
- HIRING
  - Screening in the Labor Market 5-181
- HIRING PRACTICES—See also RECRUITMENT; JOB PLACEMENT
  - Attitudes Regarding the Public Employment Service 1-044
  - Career Information System 1-010
  - Effects of Psychological Biases Upon Occupational Attainments of Workers 5-084
  - Employer Attitudes Toward Ex-Offenders 5-225
  - Employment of Handicapped in State Civil Service 3-054
  - Executive Order 11598 and the Employment Service 1-034
  - Expanding Benefits of Manpower Research Products 1-055
  - Impact of Court Cases on Minority Employment 3-055
  - Institutional Racism 5-112
  - Newspaper Advertisements as Labor Market Indicators 1-021
  - Predicting Job or Training Tenure 2-108
  - Prisoner Rehabilitation Through Behavior Modification 2-131
  - Review of Labor Market Analysis R&D 3-008
  - State Employment Service Professional Selection System 1-043
  - Theory of Discrimination: A Systems Approach 3-051
  - Wage Versus Job Competition 3-013
  - Workfare's Impact on Employable Welfare Recipients 2-089
- HIT—See HIGH INTENSITY TRAINING
- Homebuilding—See CONSTRUCTION INDUSTRY
- Homemakers—See HOUSEHOLD WORKERS
- Hometown Plans—See AFFIRMATIVE ACTION PLANS
  - Hometown Plans and Minority Employment in the Construction Industry 5-061
- HOSPITALS—See also HEALTH MANPOWER
  - Four-Day Workweek in Hospitals 5-101
  - Health Services Mobility Study (HSMS) 2-069
  - Nursing Salaries 5-263

  - Restructuring Health Manpower Organizations 2-071
- Hours of Work—See WORK SCHEDULES
- HOUSEHOLD WORKERS—See also HOUSEKEEPERS
  - Nonfarm Work by Farm Families 5-231
  - Workshop on Research Needed on Women's Employment Situation 1-062
- HOUSEHOLDS—See also FAMILIES
  - Assets, Labor Supply, Consumption Over the Life Cycle 5-031
  - Nonfarm Work by Farm Families 5-231
  - Total WIN Family Support 2-087
- HOUSEKEEPERS—See also HOUSEHOLD WORKERS
  - Male-Female Dimensions of Occupational Prestige 5-140
- HOUSING SEGREGATION—See also DESEGREGATION
  - Employment Decentralization and Minority Labor Supply 5-076
  - Housing Discrimination Effect on Negro's Commuting 5-077
- HUMAN CAPITAL—See also EDUCATION; TRAINING
  - An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 5-019
  - Dual Labor Market Theory 5-052
  - Employment Quality and Self-Investment in Work 5-272
  - Household Heads, Job Search, and Quit Behavior 5-123
  - Human Capital Earning Functions 5-085
  - Labor Market to Human Capital 5-136
  - Logit Model With Reference to Wage Subsidies 5-230
  - Psychological Influences on White-Collar Pay 5-270
  - The Generation and Acceptance of Job Search 5-086
  - Vocational Training Choices of Young Males 5-189
  - Wage Inflation and Regional Migration 5-064
- HUMAN RESOURCE DEVELOPMENT POLICY
  - Human Economy 3-005G
  - Human Services Manpower Career Center 1-037
  - Impact of Human Resources Policies on Geographic Mobility 4-001
  - Large City Budgeting for Human Resources Expenditures 3-005S
  - Manpower Research and Formation of Policy 4-010
  - Wage Versus Job Competition 3-013
  - Where Have All the Dollars Gone? 1-012C
- HUMAN RESOURCES—See also MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT
  - Human Economy 3-005G
  - Human Resources in the U.S. and Japan 5-190
  - Large City Budgeting for Human Resource Expenditures 3-005U
  - Large City Budgeting for Human Resources Expenditures 3-005S
  - The Future of the Metropolis: 1-056
  - Where Have All the Dollars Gone? 1-012C
- HUMAN SERVICE AGENCIES
  - Human Services Manpower Career Center 1-037
- HUMAN SERVICE OCCUPATIONS
  - Alternative Qualifications and Credentials for Upgrading Paraprofessionals 2-064
  - Human Services Manpower Career Center 1-037

I

- IDAHO
  - Manpower Institutional Grant (1974): Oregon State University 5-009
- Illegal Immigrants—See ALIENS
- Illegal Occupations—See HUSTLING
- ILLINOIS
  - Manpower Institutional Grant (1974): Oakland University 5-007
  - Perceived Occupational Similarities 5-268
- ILLINOIS, CHICAGO
  - Chicago Youth Development Project 5-246
  - Employer Attitudes Toward Ex-Offenders 5-225
  - Manpower and Economic Indicators and Forecasts 1-017
  - Metropolitan Labor Market 3-005J
  - Project VEHTS 3-035
  - White-Collar Work 5-284
  - Work and Income in Urban Poverty Areas 3-040
- IMMIGRANTS—See also ALIENS
  - Immigrants in the Labor Force 3-029
  - Labor Supply for Lower-Level Occupations 3-028
  - Mexican Illegal Aliens in Urban Labor Markets 5-142
  - Nonimmigrant Workers in the United States 4-012
- IMMIGRATION—See also MIGRATION
  - Employment Characteristics of Chinese Americans 4-007
  - Immigrants in the Labor Force 3-029
  - Nonimmigrant Workers in the United States 4-012
  - Workshop on Research Needed on Women's Employment Situation 1-062
- IMPACT OF MANPOWER POLICIES
  - Econometric Models of Local Labor Markets and Training Programs' Success Indicat 3-003
  - Counter-Recessionary Public Employment 2-027
  - Impact of Large Public Programs 3-005V
  - Labor Market Forecasting 3-011
  - Labor Market, Inflation, and Manpower Policy 3-009
  - Manpower Impact of Government Programs and Policies 4-009
  - Manpower Research and Formation of Policy 4-010
  - Paternal Authority, Work Training, and Income Maintenance Programs 2-095
- Impact Of Training—See TRAINING EFFECTIVENESS AND IMPACT
- In-School Programs—See NEIGHBORHOOD YOUTH CORPS
- INCENTIVES—See also MOTIVATION; WORK INCENTIVE PROGRAM (WIN)
  - Instrumental Determinants of Individual Job Performance, Satisfaction, and Parti 5-113
  - Clearinghouse on Productivity and Quality of Working Life 3-049
  - Decision to Participate in WIN (Michigan) 2-083
  - Employee Participation in Pay Plan Development 3-067
  - Future Orientation and Expectations as Success Predictors 5-096
  - Incentives and Disincentives in WIN 2-090
  - Labor Effort Disincentives of Negative Income Taxation 5-127
  - Labor Market, Inflation, and Manpower Policy 3-009
  - Paroling Authorities and Inmate Training Programs 2-052
  - Prisoner Rehabilitation Through Behavior Modification 2-131
  - Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-138
  - Study of Unemployment Insurance Exhaustees 3-043
  - Training Incentive Payments Program (TIPP) 2-079
  - Wage Inflation and Regional Migration 5-064
- INCOME—See also EARNINGS, WAGES
  - An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 5-019
  - Assets, Labor Supply, Consumption Over the Life Cycle 5-031
  - Dual Labor Market 5-065
  - Effects of Enrollment in Manpower Programs 1-054
  - Employment and Income Consequence of Alternative Development Strategies 5-244
  - Employment and Income: Puerto Rico Simulation Model 5-243
  - Financial Resources of Released Prisoners 5-249
  - Human Resources in the U.S. and Japan 5-190
  - Inequality and Urban Crisis 5-110
  - Job Training, Personality, and Labor Market Conditions 5-254
  - Manpower Research and Formation of Policy 4-010
  - National Models of Factor Income Distribution 5-042
  - Portland Concentrated Employment Program 5-138
  - Psychological Influences on White-Collar Pay 5-270
  - Resource Adjustment and Mechanization in the Tobacco Industry 3-045
  - Spanish Americans in the Labor Market 3-030
- INCOME DIFFERENTIALS
  - A Comparative Analysis of White, Black, and Latino Income Distributions 5-040
  - Analysis of Black-White Economic Status 5-107
  - Economic Status of Asians and Blacks in California 5-177
  - Inequality and Urban Crisis 5-110
  - Inflation and Distribution of Income 5-139
  - Labor Force Participation Rates of Married Women 5-280
  - Labor Mobility and Income Change 5-258
  - National Models of Factor Income Distribution 5-042

  - Experimental Research and Income Maintenance Project for Ex-Offenders 2-132, 2-133 2-127
  - Income Maintenance for Ex-Offenders 2-141
  - Income Maintenance Programs 5-078
  - Inequality and Urban Crisis 5-110
  - Microeconomic Model of the Distribution of Labor Income 5-150
  - Unemployment Insurance in Transition 5-283
- INCOME TAX—See also NEGATIVE INCOME TAX; TAXES
  - Tax Law Effect on Labor Supply of Married Women 5-104
- INCOMES POLICY—See also ECONOMIC POLICY
  - National Models of Factor Income Distribution 5-042
- INDIAN EMPLOYMENT AND TRAINING PROGRAMS (CETA)
  - Manpower Institutional Grant (1974): Oklahoma State University 5-008
- INDIANA
  - Manpower Institutional Grant (1974): Oakland University 5-007
- INDIANS
  - Manpower Institutional Grant (1974): Oklahoma State University 5-008
  - Manpower Research and Formation of Policy 4-010
  - Model Rural Youth Projects for Southwest 2-136
  - Rural Labor Markets 3-036
  - Spanish Americans in the Labor Market 3-030
  - Study of Urban and Rural Nonreservation Indian Manpower Programs 3-015
  - Workshop on Research Needed on Women's Employment Situation 1-062
- INDIVIDUAL NEEDS ASSESSMENT—See also ASSESSMENT AND EVALUATION, ASSESSMENT OF APPLICANTS AND TRAINEES
- INDIVIDUALIZED INSTRUCTION
  - Prisoner Rehabilitation Through Behavior Modification 2-131
  - Staff Training for Basic Education 2-013
- INDUSTRIAL MANAGEMENT
  - American Engineers' Perception of Technology 5-180
  - Industrialization, Responses, and Uses of the Political System 5-108
  - Management-Worker Collaboration in Job Structuring 1-059B
  - Organizational Climates and Human Relations 5-030
  - Services for Workers at the Workplace 3-062
  - Utilization of R&D Findings 1-059A
- INDUSTRIAL MOBILITY
  - Labor Market: Segments and Shelters 3-005A
  - Labor Mobility and Income Change 5-258
- INDUSTRIAL PRACTICES
  - Upgrading of the Disadvantaged 2-065
- Industrial Projections—See ECONOMIC FORECASTING
- INDUSTRIAL RELATIONS—See also COLLECTIVE BARGAINING
  - Industrial Relations for Railroad Manpower 5-171
  - Industrial Relations Information Service 5-233
  - Labor Market Segmentation 3-010
  - Work and Values 3-005H
- INDUSTRIAL RELATIONS INFORMATION SERVICE
  - Industrial Relations Information Service 5-233
- INDUSTRIAL TRAINING
  - Planning for Human Resource Development 1-002
- INDUSTRIAL WORKERS
  - South Carolina's Industry Start-Up Training Program 2-110
  - Women and Work 3-046
- Industries—See specific industry
- INDUSTRY PRACTICES
  - Impact of Court Cases on Minority Employment 3-055
  - Impact of Laws Prohibiting Sex Discrimination 5-100
  - In-Plant Upgrading and Mobility Patterns 2-072
  - Industrialization, Responses, and Uses of the Political System 5-108
  - Manpower R&D Activities of DOL/AEC 2-080
  - Maternity Leave Benefits 3-066
  - Metropolitan Labor Market 3-005J
  - Organizational Climates and Human Relations 5-030
  - Part-Time Employment in Food Services 5-053
  - Total and Primary Factor Productivity 5-149
  - Upgrading in Private Industry 2-067
  - Upgrading in the Food Service Industry 2-066
  - WIN Tax Credit Program (Talmadge Amendments) 2-101A
  - Work and Values 3-005H
- INFLATION—See also UNEMPLOYMENT/INFLATION TRADEOFF
  - Demand and Supply Considerations of Expanded Public Employment Program 2-025E
  - Inflation and Distribution of Income 5-139
  - Nonseparable Approach to Labor Market Substitution 5-198
  - Rate of Wage Inflation 5-060
  - Wage Inflation and Regional Migration 5-064
  - Where Have All the Dollars Gone? 1-012C
- Information Needs—See INFORMATION SYSTEMS
- INFORMATION SYSTEMS—See also LABOR MARKET INFORMATION, JOB INFORMATION SERVICE; MANPOWER SERVICES INFORMATION
  - Clearinghouse on Productivity and Quality of Working Life 3-049
  - Decisionmaking Matrix and Resource Allocation Model 1-004
  - Development of a Regional Computer-Based Management Information System 1-019
  - Development of an Opportunity Program Manpower Information System 1-018
  - Economic Assimilation of Mexican Americans in Michigan 5-155
  - Employment Generated by New Government Contracts 1-027
  - Industrial Relations Information Service 5-233
  - Labor Market Information Systems and the Disadvantaged 1-024
  - Labor Market: An Information System 1-012B
  - Manpower Research and Formation of Policy 4-010
  - Metropolitan Labor Market: New York 1-012A
  - National Longitudinal Surveys Clearinghouse 3-012F
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - USES Management Information Needs 1-015
- Inmates—See CORRECTIONS
- Inmigration—See MIGRATION
- INNER-CITY RESIDENTS—See also GHETTO RESIDENTS
  - Getting and Keeping a Job—Puerto Ricans and Blacks 3-005F
  - Portland Concentrated Employment Program 5-138
  - Suburbanization and the City: The Metropolitan Labor Market 3-005L
  - The Future of the Metropolis 1-056
- INPUT-OUTPUT MODELS—See also MANPOWER PROJECTIONS
  - Demand for Workers in the U.S. Economy 5-088
  - Employment and Income: Puerto Rico Simulation Model 5-243
  - U.S. Trade Policy: Formation and Effects 6-048
- INSTITUTIONAL CHANGE
  - Employment of Handicapped in State Civil Service 3-054
  - Texas Migrant Demonstration Project 2-122
  - Validation of Quality of Work Questionnaires 3-069
- INSTITUTIONAL GRANTS—(Projects dealing principally with this subject appear in Chapter 5A and 5B.)
- Institutional Racism—See RACIAL DISCRIMINATION
- INSTRUCTIONAL
  - Cooperative Action to Improve Occupational Regulation 4-003
- INSTRUCTIONAL MATERIALS—See also EDUCATION; TRAINING; CURRICULUMS; HANDBOOKS; VIDEOTAPES
  - Computerized Construction LMI and Job Dispatching 1-020
  - Developing a Model for Youth Education 2-010
  - Effectiveness of Graham Associates Demonstration Project 2-019
  - Facilitating the Adoption of New Procedures 1-005
  - Manpower Institutional Grant (1974): Boston University 5-001
  - Manpower Institutional Grant (1974): Memphis State University 5-003
  - Manpower Institutional Grant (1974): North Carolina A&T State University 5-006
  - Manpower Institutional Grant (1974): Oakland University 5-007
  - Manpower Institutional Grant (1974): Oklahoma State University 5-008
  - Manpower Institutional Grant (1974): Oregon State University 5-009
  - Manpower Institutional Grant (1974): Pan American University 5-010
  - Manpower Institutional Grant (1974): San Francisco State University 5-011
  - Manpower Institutional Grant (1974): SUNY (Buffalo) 5-005

  Manpower Institutional Grant (1974): University of Houston 5-002
  Manpower Institutional Grant (1974): University of Missouri - Columbia 5-004
  Manpower Institutional Grant (1974): University of Utah 5-012
  Manpower Institutional Grant (1974): West Virginia University 5-013
  Manpower Policy and Programs—A Planning Project 5-260
  Manpower Programing and Social Work Expertise 1-029
  Multiproject Demonstration of Manpower Development 1-007
  New Education Programing in Manpower Training Projects 2-014
  Predicting Job or Training Tenure 2-108
  Prisoner Rehabilitation Through Behavior Modification 2-131
  Vocational Guidance in High School 2-024
INSTRUCTORS—See also TEACHERS
  Multiproject Demonstration of Manpower Development 1-007
Intelligence—See MENTAL ABILITY
Intelligence Testing—See TESTING
INTERAGENCY RELATIONS
  Cooperative Manpower Planning for Nonmetropolitan Populations 1-003
  Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  Impediments to Alliance of WIN/CETA 2-097
INTERFIRM MOBILITY
  Career Thresholds 3-012C
  Household Heads, Job Search, and Quit Behavior 5-123
  Intraorganizational Occupational Mobility 5-118
  Labor Mobility and Income Change 5-258
  Pre-Retirement Years 3-012A
  Years for Decision 3-012B
INTERNAL LABOR MARKET—See also UPGRADING
  Career Progression Systems 2-063
  Integration of Women into Male-Oriented Jobs 3-056
  Manpower Training Programs for Women 5-144
  Occupational Licensure of Allied Health Programs 5-152
  Pilot Manpower Training Advisory Service for Employers 3-060
  Public Utility Internal Labor Market Study 3-041
  Selection and Career Advancement in an Internal Labor Market 3-058
  Training Incentive Payments Program (TIPP) 2-079
  Upgrading in Private Industry 2-067
INTERNATIONAL MANPOWER
  Employment Impact of Multinational Corporations 4-008
  European Manpower Policies 5-226
  Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  Military Labor Markets 5-162
International Trade—See FOREIGN TRADE AND INVESTMENTS
Interorganizational Relations—See INTERAGENCY RELATIONS
INTERSYSTEM LINKAGES
  Drug Abuse Prevention in Youth Resident Centers 2-117
  Facilitating the Adoption of New Procedures 1-005
Intrametropolitan—See METROPOLITAN
INVESTMENT—See also RETURNS ON EDUCATIONAL INVESTMENT
  Human Resources in the U.S. and Japan 5-190
  Interaction Between Domestic and Foreign Investment 6-024
  Investment Priorities in Urban Black Communities 5-059
  Location of Manufacturing Production by U.S. Multinational Enterprises 6-031
IOWA
  Manpower Institutional Grant (1974): University of Missouri - Columbia 5-004
  Model NYC Programs for Rural Youth 2-009
IRIS—See INDUSTRIAL RELATIONS INFORMATION SERVICE

J

JAPAN
  Bridges to Work for Young People 3-005B
  Effect of Collective Bargaining on Low-Wage Employment 3-039
  Human Resources in the U.S. and Japan 5-190
  Preparation for Work 3-005Q
  Total and Primary Factor Productivity 5-149
  Wage Differentials in Japanese Manufacturing 5-170
  Youth Labor Market: International Variations 3-005O
Jet—See JOBS, EDUCATION AND TRAINING
JOB ANALYSIS
  Comparison Between Sex-Typical and Atypical Jobs 5-228
  Demand and Supply Considerations of Expanded Public Employment Program 2-025D, 2-025E
  Employee Responses to Work-Unit Structure 5-242
  Handbook for Employment of the Slow Learner 2-134
  Health Services Mobility Study (HSMS) 2-069
  Human Services Manpower Career Center 1-037
  Judgement Strategies in Job Analyses 5-229
  OJT for Precision Machinist Apprentices 2-046
  Performance Based Apprentice Training 2-051
  Public Service Employment vs. the Private Sector 2-025C
  Restructuring Health Manpower Organizations 2-071
  Review of Job Analysis R&D 2-074
  State Employment Service Professional Selection System 1-043
  Task Design 5-200
  Task Modules for Validation of BOLT 2-103
  Upgrading in Agriculture 2-061
  Upgrading in the Food Service Industry 2-066
  Validation of Quality of Work Questionnaires 3-069
JOB APPLICANTS
  Behavioral Model of Labor Force Migration 5-033
  Executive Order 11598 and the Employment Service 1-034
  Experimental Design of Net Benefit Analysis of the Employment Service 1-036
  Experimental Manpower Laboratory: Social Systems Intervention 2-106
  Job Offer Response and Labor Market Conditions 5-269
  Labor Market for Policemen 5-026
  Predicting Job or Training Tenure 2-108
Job Attitudes—See WORK ATTITUDES
JOB BANK—See also JOB INFORMATION SERVICE; JOB LISTING
  Job Search and Relocation Assistance Pilot Project 2-115
Job Coaching—See COACHING
JOB CORPS—See also RESIDENTIAL JOB CENTERS
  Drug Abuse Prevention in Youth Resident Centers 2-117
  New Education Programing in Manpower Training Projects 2-014
  Noneconomic Impacts of Job Corps 2-021
  Study of Job Corps Allowances Systems 2-020
JOB CREATION—See also PUBLIC EMPLOYMENT PROGRAMS, WORK-EXPERIENCE PROGRAMS, WAGE SUBSIDIES, SUPPORTED EMPLOYMENT
  Federal Employment Programs to Raise Low Earnings 2-025B
  Job Creation for Laid-Off Municipal Workers 2-114
  Manpower Impacts of a Credit Economy 3-005T
  Public Employment Programs in Wisconsin 5-168
  WIN/Welfare Tax Credits 2-082
JOB DESCRIPTION—See also JOB ANALYSIS
  Health Services Mobility Study (HSMS) 2-069
  Job Stigma and Self Esteem 5-125
JOB DEVELOPMENT
  Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  Improving Entry of Minority Women into Professional and Managerial Jobs 2-075
  Project VEHTS 3-035
JOB ENRICHMENT—See also QUALITY OF EMPLOYMENT
  Effectiveness in Work Roles 3-052
  Validation of Quality of Work Questionnaires 3-069
JOB INFORMATION SERVICE—See also JOB BANK; JOB MATCHING; LABOR MARKET INFORMATION
  Career Information System 1-010
  Labor Market Information System Design and Use 1-025
JOB LISTING—See also MANDATORY JOB LISTING
  Executive Order 11598 and the Employment Service 1-034
  Labor Exchange Role: ES vs. Want Ads 1-013
JOB LOCATION—See also COMMUTING
  Cooperative Manpower Planning for Nonmetropolitan Populations 1-003
  Job Search for Male Youth 5-039
  Labor Market Information System Design and Use 1-025

  - Manpower Conflicts and Resolutions 3-005R
  - Wage Inflation and Regional Migration 5-064
- JOB LOSS—See also EMPLOYMENT TERMINATION; LAYOFFS
  - Adjusting to Employment Termination 5-223
  - Effect of Social Support on the Consequences of Job Loss 5-111
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 5-092
- JOB MATCHING—See also MAN/JOB MATCHING
  - Agricultural Economists' Computerized Job Matching 1-016
  - Attitudes Regarding the Public Employment Service 1-044
  - Computerized Construction LMI and Job Dispatching 1-020
  - Exploratory Empirical Research on Secondary Labor Markets 5-247
  - On-Line Use of Job Information in Local ES Office 1-047
  - Predicting Job or Training Tenure 2-108
  - R&D Strategy Design for the Employment Service 1-035
  - Women in Temporary Help Jobs 3-023
- Job Opportunities—See EMPLOYMENT OPPORTUNITIES
  - Manpower Goals for American Democracy 4-002
- JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
  - Company Programs to Retain the Disadvantaged 5-156
  - Evaluation of NAB-JOBS for Disadvantaged 5-089
  - Guaranteed Job Program 5-054
- JOB PERFORMANCE
  - Company Programs to Retain the Disadvantaged 5-156
  - Development of Work Involvement Through Task Success 5-234
  - Exploring Productivity incentives in the ES 1-049
  - Husbands in Dual Career Families 5-099
  - Integration of Women into Male-Oriented Jobs 3-056
  - Job Finding and Performance of Addicts/Ex-Addicts 2-124
  - Large City Budgeting for Human Resources Expenditures 3-005S
  - Nursing Salaries 5-263
  - Part-Time Employment and Worker Effectiveness 5-157
  - Performance Standards for Employment Service Functions 1-032
  - Pilot Manpower Training Advisory Service for Employers 3-060
  - Retaining Problem Drinkers on the Job 2-121
  - Screening in the Labor Market 5-181
  - State Employment Service Professional Selection System 1-043
  - The Relative Impact of Job Histories 5-178
  - Vocational Adjustment of Physician Assistants 5-209
- JOB PLACEMENT
  - Income Maintenance for Ex-Offenders with Related Analysis, Coordination, and Inf 2-127
  - Attitudes Regarding the Public Employment Service 1-044
  - Bridges to Work for Young People 3-005B
  - Career Information System 1-010
  - Coop Education in School-to-Work Transition 2-023
  - Employment Enabling Services For Women 2-144
  - Evaluation of a Computerized Job-Matching System 2-105
  - Executive Order 11598 and the Employment Service 1-034
  - Experimental Design of Net Benefit Analysis of the Employment Service 1-036
  - Experimental Research and Income Maintenance Project for Ex-Offenders 2-132, 2-133
  - Exploring Productivity incentives in the ES 1-049
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 5-253
  - Flexible Work Schedules for Welfare Participants 2-098
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-075
  - Income Maintenance for Ex-Offenders 2-141
  - Job Patterns for WIN Terminees 2-093
  - Job Placement Services in Colleges 2-004
  - Jobseeking Methods Used by American Workers 1-023
  - Mail-Matching of Applicants and Jobs 5-240
  - Manpower R&D Activities of DOL/AEC 2-080
  - On-Line Use of Job Information in Local ES Office 1-047
  - Performance Standards for Employment Service Functions 1-032
  - Physical Rehabilitation and Employment of WIN Recipients 2-096
  - Predicting Job or Training Tenure 2-108
  - R&D Strategy Design for the Employment Service 1-035
  - Review of Labor Market Analysis R&D 3-008
  - Second Careers for Retired Military Officers 5-182
  - Sheltered Workshops and Handicapped Clients Survey 2-077
  - Texas Migrant Demonstration Project 2-122
  - Use of Biographical Information System in WIN Programs 2-102
  - Utilization of R&D Findings 1-059A
  - Vocational Guidance in High School 2-024
  - Women in Temporary Help Jobs 3-023
  - Work and Welfare Patterns of Low-Income Families 2-100
  - Youth in WIN 2-101
- Job Referral—See JOB PLACEMENT
- JOB RESTRUCTURING—(Projects dealing principally with this subject appear in Chapter 3D.) See also UPGRADING
  - Implementation of Job Design 5-105
  - Job Sharing and Flexible Time Arrangement 3-050
  - Management-Worker Collaboration in Job Structuring 1-059B
  - Manpower Conflicts and Resolutions 3-005R
  - Manpower Planning in the Steel Industry 3-005D
  - Review of Job Analysis R&D 2-074
  - Upgrading in Private Industry 2-067
  - Utilization of R&D Findings 1-059A
  - Validation of Quality of Work Questionnaires 3-069
- JOB RETENTION—See also EMPLOYMENT TERMINATION
  - Baltimore Employee Health Program 2-111
  - Dual Careers 3-012D
  - Flexible Work Schedules for Welfare Participants 2-098
  - Job Security Provisions and the Allocation of Labor 5-103
  - Labor Market Behavior of Male Youth 5-126
  - Labor Turnover Among Adult Women 5-129
  - Pre-Retirement Years 3-012A
  - Predicting Job or Training Tenure 2-108
  - Retaining Problem Drinkers on the Job 2-121
  - Use of Biographical Information System in WIN Programs 2-102
  - Work and Lifestyle Organization 5-218
  - Years for Decision 3-012B
  - Youth in WIN 2-101
- JOB SATISFACTION—See also WORK ATTITUDES; MOTIVATION
  - Instrumental Determinants of Individual Job Performance 5-113
  - Business Administration Students from Minorities 2-017
  - Career Thresholds 3-012C
  - Clearinghouse on Productivity and Quality of Working Life 3-049
  - Dual Careers 3-012D
  - Early Career Alienation and Socioeconomic Attainment 5-066
  - Effectiveness in Work Roles 3-052
  - Effects of Job and Life Stress on Job-Related Strain 5-122
  - Employee Participation in Job Structuring 3-057
  - Employee Participation in Pay Plan Development 3-067
  - Employee Responses to Work-Unit Structure 5-242
  - Expectancy Theory Cognitions for Salaried Employees 5-091
  - Integration of Women into Male-Oriented Jobs 3-056
  - Job Satisfaction and Parolee Recidivism 2-025A
  - Job Sharing and Flexible Time Arrangement 3-050
  - Labor Market to Human Capital 5-136
  - Management-Worker Collaboration in Job Structuring 1-059B
  - Manpower Conflicts and Resolutions 3-005R
  - Noneconomic Impacts of Job Corps 2-021
  - Organizational Experience and Employee Work Attitudes 3-068
  - Part-Time Employment in Food Services 5-053
  - Phenomenology of Human Labor 5-161
  - Pre-Retirement Years 3-012A
  - Services for Workers at the Workplace 3-062
  - Social Network Effects on Employment 5-278
  - Supplemental Uses of the Workplace 3-064
  - Task Design 5-200
  - The Impact of the Work Environment on Life Outside the Job 5-102
  - Unionized New York Social Service Employees 5-197
  - Utilization of R&D Findings 1-059A
  - Validation of Quality of Work Questionnaires 3-069
  - Weaponsmakers: Role Orientations of Scientists and Engineers 5-215
  - White-Collar Work 5-284

- Why Do Blacks and Women Have High Unemployment Rates? 5-285
- Work Attitudes and Labor Market Experience 3-071
- Work Attitudes and Occupational Experience of Young Men 3-070
- Workers' Participation in an American Corporation 5-051
- Years for Decision 3-012B

JOB SEARCH—See also PUBLIC EMPLOYMENT SERVICE; JOB INFORMATION SERVICE
- Asking Wage Behavior of Unemployed Workers 5-029
- Attitudes Regarding the Public Employment Service 1-044
- Career Patterns of 2-Year College Graduates 5-036
- Career Thresholds 3-012C
- Contribution of Social Resources in the Labor Force 5-044
- Dual Careers 3-012D
- Economic Assimilation of Mexican Americans in Michigan 5-155
- Household Heads, Job Search, and Quit Behavior 5-123
- Implications of Job Search Theory 5-202
- Job Finding and Performance of Addicts/Ex-Addicts 2-124
- Job Information Center 1-022
- Job Offer Response and Labor Market Conditions 5-269
- Job Search and Relocation Assistance Pilot Project 2-115
- Job Search Behavior and Duration 5-124
- Job Search for Male Youth 5-039
- Job Search Methods of Mexican Americans 3-025
- Job-Finding Club as a Method for Obtaining Employment 2-092
- Jobseeking Methods Used by American Workers 1-023
- Labor Market Experience for Engineers 3-027
- Labor Market for Economists 5-130
- Labor Market for Scientific Personnel 5-131
- Labor Market Information Systems and the Disadvantaged 1-024
- Newspaper Advertisements as Labor Market Indicators 1-021
- Rate of Wage Inflation 5-060
- Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-138
- Review of Labor Market Analysis R&D 3-008
- Search Unemployment and the Phillips Curve 5-106
- Social Network Effects on Employment 5-278
- Study of Unemployment Insurance Exhaustees 3-043
- The Economics of Job Search 5-073
- The Female Insured Unemployed 5-093
- The Generation and Acceptance of Job Search 5-086
- Unemployment Duration, Compensation, and Job Search 5-206
- Women in Temporary Help Jobs 3-023

JOB STABILITY
- Future Orientation and Expectations as Success Predictors 5-096
- Labor Market Behavior of Male Youth 5-126
- Retaining Problem Drinkers on the Job 2-121
- Unions and Labor Market Segmentation 5-208

JOB STRUCTURE—See also OCCUPATIONAL STRUCTURE
- Career Progression Systems 2-063
- Clearinghouse on Productivity and Quality of Working Life 3-049
- Employee Participation in Job Structuring 3-057
- Human Services Manpower Career Center 1-037
- Labor Market: Segments and Shelters 3-005A
- Metropolitan Labor Market 3-005J
- Part-Time Employment and Worker Effectiveness 5-157
- Quality of Work Bibliography 3-061

Job Success—See CAREER PATTERNS

Job Tenure—See JOB RETENTION

Job Training—See ON-THE-JOB TRAINING (OJT)

JOB TRIALS
- Experimental Job Trials 2-107

JOBS—See JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)

Jobseekers Self-Help—See SELF-HELP FOR JOBSEEKERS

Jobseeking Methods—See JOB SEARCH

JOURNEYMEN
- Training and Entry into Union Construction People, Jobs, Income 2-048

Juvenile Delinquency—See CORRECTIONS

Juveniles—See YOUTH

K

KANSAS
- Manpower Institutional Grant (1974): University of Missouri - Columbia 5-004

KENTUCKY
- Manpower Institutional Grant (1974): Memphis State University 5-003

L

LABOR ADJUSTMENT
- Approach to Measuring the Costs of Adjustment Assistance 6-003

LABOR ADJUSTMENT COSTS
- Estimation of Earnings Losses Associated with Job Displacement 6-014
- Process of Adjustment to Change in Employment Levels 6-034

LABOR CERTIFICATION PROGRAM—See also ALIENS, FARMWORKERS
- Immigrants in the Labor Force 3-029
- Mexican Illegal Aliens in Urban Labor Markets 5-142

LABOR DEMAND—See also MANPOWER NEEDS; ELASTICITY OF LABOR DEMAND
- Analysis of U.S. Footwear Industry 6-011
- Approach to Measuring the Costs of Adjustment Assistance 6-003
- Bridges to Work for Young People 3-005B
- Changes in U.S. Market Share 6-005
- Citrus Labor Market Demonstration Project 3-017
- Coal Industry's Manpower Needs Study 3-044
- Demand and Supply Considerations of Expanded Public Employment Program 2-025D
- Demand and Training for Dental Hygienists 5-046
- Demand Assumptions in a Model of Male Labor Force Participation 5-047
- Demand for Municipal Employees 5-050
- Demand for Workers in the U.S. Economy 5-088
- Effects of Trade Policies on Product and Labor Markets 6-006
- Employment Effects of Foreign Investment and Trade 6-041
- Exploratory Empirical Research on Secondary Labor Markets 5-247
- Foreign Trade Effects on Employment with Wharton Models 6-035
- Growth of Service Employment 3-005I
- Human Economy 3-005G
- Impact of Foreign Trade and Investment on Labor 6-022
- Impact of Laws Prohibiting Sex Discrimination 5-100
- Impact of Quota and Tariff Restrictions on Steel Industry Employment 6-019
- Impact of the Work Incentive Program on Local Labor Markets 5-252
- International Transfer of Industrial Technology 6-026
- Labor Adjustment to Employment Reductions 6-040
- Labor in Nonprofit Industries and Government 3-018
- Labor Supply for Lower-Level Occupations 3-028
- Labor Turnover and Experienced Worker Unemployment 6-030
- Manpower Impact of Government Programs and Policies 4-009
- Newspaper Advertisements as Labor Market Indicators 1-021
- Permanent Part-Time Employment: Exploratory Analysis 3-059
- Potential of Wage Subsidies 4-013
- Process of Adjustment to Change in Employment Levels 6-034
- Quota and Tariff Restrictions on Employment in the U.S. Footwear Industry 6-020
- Removing Restrictions on Imports of Steel 6-039
- Resource Adjustment and Mechanization in the Tobacco Industry 3-045
- Short- and Long-Run Demand for Labor Services 5-049
- Tariff Items 806.30 and 807.00 6-044
- Task Design 5-200
- Temporary Involuntary Unemployment 6-023
- Trade Adjustment Assistance Program 6-015
- Trade and Employment Effects of Multilateral Trade Liberalization 6-045

- Trade and Employment in the Chemical Industry 6-046
- Trade and Employment in the Electronics Industry 6-042
- Turnover and Wage Dynamics, 1932-1972 5-087
- U.S. Trade Policy: Formation and Effects 6-048
- Wage Inflation and Regional Migration 5-064
- Youth in the Labor Market: A Cross-Sectional Analysis 5-222

LABOR FORCE

- A Study of Swapping 5-219
- Demographic Trends, Labor Force Changes, and the Economy 3-002
- Labor Adjustment to Employment Reductions 6-040
- Microeconomic Model of the Distribution of Labor Income 5-150
- Review of Labor Market Analysis R&D 3-008
- U.S. Trade Policy: Formation and Effects 6-048

LABOR FORCE BEHAVIOR—See also LABOR MARKET BEHAVIOR

- Adolescent Social System Impact on Occupational Achievement 5-094
- An Analysis of Imperfect Information in the Labor Market 5-020
- Emergence of a Service Society 3-004
- Employment of Married Women With Children 5-128
- Implications of Job Search Theory 5-202
- Incentives and Disincentives in WIN 2-090
- Job Patterns for WIN Terminees 2-093
- Job Search Methods of Mexican Americans 3-025
- Jobseeking Methods Used by American Workers 1-023
- Labor Force Characteristics of Puerto Rican Migrants 3-026
- Labor Market Behavior of Male Youth 5-126
- Low-Income Families in Four Rural Counties 3-020
- Manpower in Local Government 3-005K
- Manpower Research and Formation of Policy 4-010
- Market Differentials and Labor Force Behavior 5-147
- National Longitudinal Surveys Clearinghouse 3-012E
- Study of Unemployment Insurance Exhaustees 3-043
- Suburbanization and the City, The Metropolitan Labor Market 3-005L
- The Youth Labor Market 3-048
- Training Incentive Payments Program (TIPP) 2-079
- Welfare Dependency and Low-Income Labor Markets 4-016
- Work and Values 3-005H
- Work Attitudes and Occupational Experience of Young Men 3-070
- Work, Welfare, and the Increase in Women Living Independently of Men 5-221

LABOR FORCE PARTICIPATION—See also LABOR SUPPLY

- An Analysis of Female Heads of Families 5-146
- Birth Expectations and Work Experience 3-021
- Births and Women's Labor Force Participation 5-203
- Career Thresholds 3-012C
- Conference on Longitudinal Study of Men in Pre-Retirement Years 3-038
- Contribution of Social Resources in the Labor Force 5-044
- Coop Education in School-to-Work Transition 2-023
- Demand Assumptions in a Model of Male Labor Force Participation 5-047
- Dual Careers 3-012D
- Effect of Unemployment Rates on Labor Supply Participation 5-235
- Employment Characteristics of Chinese Americans 4-007
- Employment Decentralization and Minority Labor Supply 5-076
- Employment of Married Women With Children 5-128
- Factors Affecting Earnings of Workers Terminated In Plant Closure 5-253
- Fertility and Labor Participation of Married Women 5-276
- Flexible Work Schedules for Welfare Participants 2-098
- Guaranteed Job Program 5-054
- Immigrants in the Labor Force 3-029
- Income Maintenance Programs 5-078
- Interrelationship Between Female Employment and Fertility 5-117
- Intraorganizational Occupational Mobility 5-118
- Labor Force Characteristics of Puerto Rican Migrants 3-026
- Labor Force Mobility of Females 5-024
- Labor Force Participation Rates of Married Women 5-280
- Labor Market, Inflation, and Manpower Policy 3-009
- Labor Supply for Lower Level Occupations 3-028
- Labor Supply Response Over Time 5-022
- Manpower Research and Formation of Policy 4-010
- Pre-Retirement Years 3-012A
- Private Pensions and Involuntary Retirement 3-063
- Short- and Long-Run Demand for Labor Services 5-049
- Social Inequality and Labor Force Participation 5-184
- Spanish Americans in the Labor Market 3-030
- The Female Insured Unemployed 5-093
- The Generation and Acceptance of Job Search 5-086
- Women and the American Occupational Structure 5-286
- Women in Temporary Help Jobs 3-023
- Work and Income in Urban Poverty Areas 3-040
- Years for Decision 3-012B
- Youth in the Labor Market: A Cross-Sectional Analysis 5-222
- Youth Labor Market: International Variations 3-005O

LABOR LAWS—See also Specific Laws

- Industrialization, Responses, and Uses of the Political System 5-108
- State Labor Legislation for Women 5-038

LABOR MARKET

- A Study of Swapping 5-219
- Crime, Punishment, and the Labor Process 5-143
- Interindustry Wage Differentials Among Unionized Truck Drivers 5-116
- Labor Market in Open Macroeconomic Model 6-029
- Labor Market to Human Capital 5-136
- Microeconomic Model of the Distribution of Labor Income 5-150
- National Longitudinal Surveys of Labor Force Behavior 3-012
- Organizational Strategies: Jobs and Local Economies 5-266
- Psychological Influences on White-Collar Pay 5-270
- The Development of the Labor Force in San Francisco, 1870-1910 5-062
- The Economics of Job Search 5-073
- The Structure of Youth Labor Markets 5-192

LABOR MARKET AREAS—See also CETA SERVICES AND PLANNING

- Advanced Service Metropolis 3-005I
- Labor Market: An Information System 1-012B
- South Carolina's Industry Start-Up Training Program 2-110
- The Development of the Labor Force in San Francisco, 1870-1910 5-062
- Unemployment and Commuting Within Geographical Areas 5-274
- Wage Inflation and Regional Migration 5-064

LABOR MARKET BEHAVIOR—See also LABOR FORCE BEHAVIOR

- An Analysis of Imperfect Information in the Labor Market 5-020
- Birth Expectations and Work Experience 3-021
- Career Development 3-016
- Career Patterns of 2-Year College Graduates 5-036
- Career Thresholds 3-012C
- Conference on Longitudinal Study of Men in Pre-Retirement Years 3-038
- Crime, Punishment, and the Labor Process 5-143
- Demand for Labor of Uncertain Quality 5-048
- Dual Careers 3-012D
- Facilitating Employment of Disabled Veterans 3-022
- Getting and Keeping a Job—Puerto Ricans and Blacks 3-005E
- Human Economy 3-005G
- Husbands in Dual Career Families 5-099
- Immigrants in the Labor Force 3-029
- Interface of Work and Welfare 3-005C
- Job Training, Personality, and Labor Market Conditions 5-254
- Labor Exchange Role: ES vs. Want Ads 1-013
- Labor Force Mobility of Females 5-024
- Labor Market Experience for Engineers 3-027
- Labor Market for Scientific Personnel 5-131
- Labor Market, Inflation, and Manpower Policy 3-009
- Labor Supply Response Over Time 5-022
- Manpower Research and Formation of Policy 4-010
- Metropolitan Labor Market 3-005J
- National Longitudinal Surveys: Lessons for Policy 3-031
- Newspaper Advertisements as Labor Market Indicators 1-021
- Nonseparable Approach to Labor Market Substitution 5-198
- Off-farm Labor Supply 5-265
- Permanent Part-Time Employment: Exploratory Analysis 3-059
- Pre-Retirement Years 3-012A

  - Search Unemployment and the Phillips Curve 5-106
  - The Structure of Youth Labor Markets 5-192
  - Women and Part Week-Work 3-047
  - Women's Postgraduate Employment 5-241
  - Work and Income in Urban Poverty Areas 3-040
  - Work Attitudes and Labor Market Experience 3-071
  - Work Attitudes and Occupational Experience of Young Men 3-070
  - Years for Decision 3-012B
  - Youth Labor Market: International Variations 3-005O
- Labor Market Entrants—See TRANSITION TO WORK
- Labor Market Experience—See LABOR MARKET BEHAVIOR
  - Sexual Inequality of Earnings Among Blue-Collar Workers 5-058
- Labor Market Indicators—See LABOR MARKET INFORMATION
- LABOR MARKET INFORMATION
  - Econometric Models of Local Labor Markets and Training Programs' Success Indicat 3-003
  - Attitudes Regarding the Public Employment Service 1-044
  - Career Information System 1-010
  - Computerized Construction LMI and Job Dispatching 1-020
  - Contribution of Social Resources in the Labor Force 5-044
  - Decisionmaking Matrix and Resource Allocation Model 1-004
  - Demonstration of CIS 1-014
  - Determinants of Occupational Upgrading 5-224
  - Development of a Regional Computer-Based Management Information System 1-019
  - Emergence of a Service Society 3-004
  - Employment and Shifts in the Phillips Curve 5-183
  - Employment Enabling Services For Women 2-144
  - Employment Generated by New Government Contracts 1-027
  - Employment Impact of Multinational Corporations 4-008
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  - Human Economy 3-005G
  - Job Information Center 1-022
  - Jobseeking Methods Used by American Workers 1-023
  - Labor Exchange Role: ES vs. Want Ads 1-013
  - Labor Market Forecasting 3-011
  - Labor Market Information System Design and Use 1-025
  - Labor Market Segmentation 3-010
  - Labor Market, Inflation, and Manpower Policy 3-009
  - Labor Market: An Information System 1-012B
  - Mail-Matching of Applicants and Jobs 5-240
  - Manpower Research and Formation of Policy 4-010
  - Metropolitan Labor Market 3-005J
  - Metropolitan Labor Market: New York 1-012A
  - Newspaper Advertisements as Labor Market Indicators 1-021
  - On-Line Use of Job Information in Local ES Office 1-047
  - ORD's Rural Work 3-034
  - Perceived Occupational Similarities 5-268
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Public Utility Internal Labor Market Study 3-041
  - Review of Labor Market Analysis R&D 3-008
  - Rural Manpower Policy Research Group 3-037
  - The Effects of Labor Market Concentrations on Wages 5-083
  - Turnover and Wage Dynamics, 1932-1972 5-087
  - Wage Inflation and Regional Migration 5-064
- LABOR MOBILITY—See also specific types and aspects of mobility
  - Behavioral Model of Labor Force Migration 5-033
  - Career Threshold 3-012C
  - Conference on Longitudinal Study of Men in Pre-Retirement Years 3-038
  - Dual Careers 3-012D
  - Economic Analysis of Occupational Licensure 4-005
  - Emigration of Southern Blacks 5-072
  - Household Heads, Job Search, and Quit Behavior 5-123
  - Internal Allocation of Labor in a Civil Service Merit System 5-027
  - Job Security Provisions and the Allocation of Labor 5-103
  - Job Stigma and Self Esteem 5-125
  - Labor Force Characteristics of Puerto Rican Migrants 3-026
  - Labor Force Mobility of Females 5-024
  - Labor Market in Open Macroeconomic Model 6-029
  - Labor Mobility and Income Change 5-258
  - Labor Mobility Project (Michigan) 2-119
  - Labor Mobility Project (North Carolina) 2-116
  - Labor Turnover and Experienced Worker Unemployment 6-030
  - Labor Turnover in U.S. Manufacturing Industries 6-001
  - National Longitudinal Surveys of Labor Force Behavior 3-012
  - National Longitudinal Surveys: Lessons for Policy 3-031
  - Occupational Adjustments of Recent In-Migrants 2-120
  - Pre-Retirement Years 3-012A
  - Rates of Return to Educational Investment 5-172
  - Relocation: Policy and Economic Development 2-123
  - Rural Labor Markets 3-036
  - Temporary Involuntary Unemployment 6-023
  - Wage Inflation and Regional Migration 5-064
  - Work Attitudes and Labor Market Experience 3-071
  - Workshop on Research Needed on Women's Employment Situation 1-062
  - Years for Decision 3-012B
- LABOR MOVEMENT—See also UNIONS
  - Labor Union Response to Federal Manpower Policy 5-133
  - Structural Analysis of the Knights of Labor 5-167
  - Unions and Labor Market Segmentation 5-208
- Labor Organizations—See UNIONS
- Labor Productivity—See PRODUCTIVITY
  - Manpower Impacts of a Credit Economy 3-005T
- Labor Relations—See INDUSTRIAL RELATIONS
- Labor Requirements—See LABOR DEMAND
- LABOR SUPPLY—See also LABOR FORCE PARTICIPATION; ELASTICITY OF LABOR SUPPLY
  - Asking Wage Behavior of Unemployed Workers 5-029
  - Assets, Labor Supply, Consumption Over the Life Cycle 5-031
  - Births and Women's Labor Force Participation 5-203
  - Citrus Labor Market Demonstration Project 3-017
  - Coal Industry's Manpower Needs Study 3-044
  - Demand and Supply Considerations of Expanded Public Employment Program 2-025D
  - Demand and Training for Dental Hygienists 5-046
  - Demand Assumptions in a Model of Male Labor Force Participation 5-047
  - Demand for Workers in the U.S. Economy 5-088
  - Effect of Unemployment Rates on Labor Supply Participation 5-235
  - Employment Decentralization and Minority Labor Supply 5-076
  - Fertility and Labor Participation of Married Women 5-276
  - Human Economy 3-005G
  - Immigrants in the Labor Force 3-029
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-075
  - Income Maintenance Programs 5-078
  - Intraorganizational Occupational Mobility 5-118
  - Job Security Provisions and the Allocation of Labor 5-103
  - Labor Force Participation Rates of Married Women 5-280
  - Labor Market for Policemen 5-026
  - Labor Supply for Lower-Level Occupations 3-028
  - Labor Supply Function for Older Males 5-179
  - Labor Supply Response Over Time 5-022
  - Manpower Impact of Government Programs and Policies 4-009
  - Manpower Research and Formation of Policy 4-010
  - Manpower Utilization in Labor Markets 3-007
  - Nonfarm Work by Farm Families 5-231
  - Problem of Teenage Unemployment 5-166
  - Project VEHTS 3-035
  - Public Service Employment vs. the Private Sector 2-025C
  - Resource Adjustment and Mechanization in the Tobacco Industry 3-045
  - Static and Dynamic Labor Supply Functions 4-015
  - Tax Law Effect on Labor Supply of Married Women 5-104
  - The Pattern of Women's Labor Supply 5-158
  - The Supply of Professional and Nonprofessional Nurses 5-281
  - Youth in the Labor Market: A Cross-Sectional Analysis 5-222
- Labor Turnover—See TURNOVER
- Labor Unions—See UNIONS
- LABOR-MANAGEMENT CONSORTIA
  - Baltimore Employee Health Program 2-111
  - Retaining Problem Drinkers on the Job 2-121
  - Supplemental Uses of the Workplace 3-064
  - Upgrade Training in the Canning Industry 2-078

- Labor-Management Relations—See INDUSTRIAL RELATIONS
- LABORERS—See also CASUAL LABORERS, UNSKILLED WORKERS
- LAW—See also specific law.
  - Law and the Development of Citizenship 5-134
  - State Labor Legislation for Women 5-038
- LAW ENFORCEMENT—See also POLICE, CORRECTIONS
  - Income Maintenance for Ex-Offenders with Related Analysis, Coordination, and Inf 2-127
  - Crime, Punishment, and the Labor Process 5-143
  - Employer Attitudes Toward Ex-Offenders 5-225
  - Paroling Authorities and Inmate Training Programs 2-052
  - Prisoner Rehabilitation Through Behavior Modification 2-131
- LAWS AND LEGISLATION
  - Cooperative Action to Improve Occupational Regulation 4-003
- LAYOFFS—See also EMPLOYMENT TERMINATION, JOB RETENTION
  - Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 5-015
  - An Analysis of Imperfect Information in the Labor Market 5-020
  - Effects of Trade Liberalization on Trade and Employment by Industry 6-017
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 5-092
  - Job Creation for Laid Off Municipal Workers 2-114
  - Laid-off Workers in Manufacturing 6-004
  - Layoffs and Other Turnover Flows 5-135
  - Temporary Involuntary Unemployment 6-023
  - Trade Adjustment Assistance Program 6-015
  - Trade and Employment Effects of Multilateral Trade Liberalization 6-045
  - Training for Upgrading During Layoff 2-073
  - Turnover and Wage Dynamics, 1932-1972 5-087
  - U.S. Trade Policy: Formation and Effects 6-048
  - Upgrade Training in Canning Industry During Layoff Periods 2-070
  - Urban Renewal Impact on Black Business 5-025
- LEGISLATION
  - Cooperative Planning to Improve Occupational Regulation 4-004
- LEISURE—See also WORK SCHEDULES
  - Labor Market, Inflation, and Manpower Policy 3-009
  - The Impact of the Work Environment on Life Outside the Job 5-102
- LIBRARIES
  - Job Information Center 1-022
- Licensing—See OCCUPATIONAL LICENSING
- LIFESTYLES
  - Dual Worker Married Couples 5-236
  - Effectiveness in Work Roles 3-052
  - Employee Participation in Job Structuring 3-057
  - Midlife Career Change: Coping with Transitions in Employment 5-261
  - Organizational Experience and Employee Work Attitudes 3-068
  - Quality of Work Bibliography 3-061
  - Technological Change in Two Arctic Communities 5-201
  - The Impact of the Work Environment on Life Outside the Job 5-102
  - Work and Lifestyle Organization 5-218
  - Work and Welfare Patterns of Low-Income Families 2-100
- Literacy—See BASIC EDUCATION
- LITERATURE REVIEW
  - Discrimination in Training Programs 1-053
  - Effectiveness in Work Roles 3-052
  - Effects of International Market Linkages 6-009
  - Employment Impact of Multinational Corporations 4-008
  - Facilitating the Adoption of New Procedures 1-005
  - Improving the Public Employment Service 1-058
  - Job Satisfaction and Parolee Recidivism 2-025A
  - Labor Adjustment to Employment Reductions 6-040
  - Model Rural Youth Projects for Southwest 2-136
  - National Longitudinal Surveys of Labor Force Behavior 3-012
  - Services for Workers at the Workplace 3-062
  - Women and Work 3-046
  - Workshop on Research Needed on Women's Employment Situation 1-062
- LMIS—See LABOR MARKET INFORMATION
- Local Government—See STATE AND LOCAL GOVERNMENTS
  - Planning for Human Resource Development 1-002
- LONGITUDINAL SURVEYS—See also NATIONAL LONGITUDINAL SURVEYS
  - Adjusting to Employment Termination 5-223
  - Educational Attainment and Adult Status of Brothers 5-056
  - Effectiveness in Work Roles 3-052
  - Employee Participation in Job Structuring 3-057
  - Labor Force Mobility of Females 5-024
  - Manpower Economic Education 2-022
  - Prisoner Rehabilitation Through Behavior Modification 2-131
  - Resource Adjustment and Mechanization in the Tobacco Industry 3-045
  - Work Attitudes and Occupational Experience of Young Men 3-070
- LOUISIANA
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-071
  - Low-Income Families in Four Rural Counties 3-020
  - Manpower Institutional Grant (1974): University of Houston 5-002
- LOW INCOME—See also LOW-WAGE INDUSTRIES, LOW-WAGE JOBS, POVERTY
  - Effect of Collective Bargaining on Low-Wage Employment 3-039
  - Federal Employment Programs to Raise Low Earnings 2-025B
  - Income Dynamics of the Poor 2-091
  - Income Maintenance Programs 5-078
  - Labor Market: Segments and Shelters 3-005A
  - Low-Income Families in Four Rural Counties 3-020
  - Potential of Wage Subsidies 4-013
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Training Incentive Payments Program (TIPP) 2-079
  - Transitional Effects of Public Service Employment 2-026
  - Work and Welfare Patterns of Low-Income Families 2-100
- Low-Income Areas—See POVERTY AREAS
- LOW-LEVEL OCCUPATIONS—See also UNSKILLED WORKERS
  - Demand and Supply Considerations of Expanded Public Employment Program 2-025D
  - Labor Supply for Lower-Level Occupations 3-028
  - The Structure of Youth Labor Markets 5-192
  - Women's Non-Standard Workday/Workweek 5-196
- Low-Status Occupations—See LOW-LEVEL OCCUPATIONS
- LOW-WAGE INDUSTRIES
  - Effect of Collective Bargaining on Low-Wage Employment 3-039
  - Interface of Work and Welfare 3-005C
  - Labor Supply for Lower-Level Occupations 3-028
- LOW-WAGE JOBS
  - Guaranteed Job Program 5-054
  - Low Wages for Women Workers 5-057
  - Poverty, Politics, and Relief 5-164
  - The Future of the Metropolis 1-056
  - The Personal Earnings Distribution 5-160
  - Work and Income in Urban Poverty Areas 3-040
  - Work and Welfare Patterns of Low-Income Families 2-100

M

- MACHINISTS
  - OJT for Precision Machinist Apprentices 2-046
  - Performance Based Apprentice Training 2-051
  - Proficiency Test for Technical Occupations 2-051A
  - Related Instruction in Apprenticeship 2-055
- MACROLEVEL ANALYSIS
  - Inflation and Distribution of Income 5-139
- MAINE
  - Manpower Institutional Grant (1974): Boston University 5-001
- MALADAPTIVE BEHAVIOR RECORD
  - Prisoner Rehabilitation Through Behavior Modification 2-131
- MALE/FEMALE—See also SEX DISCRIMINATION; SEX DIFFERENCES, INCOME DIFFERENTIALS, EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
  - Characteristics of Career and Homemaking Oriented Women 5-267
  - Dual Worker Married Couples 5-236

  - Faculty Salary Differentials, University of Massachusetts 5-069
  - Interstate Labor Force Migration 5-021
  - Low Wages for Women Workers 5-057
  - Male-Female Dimensions of Occupational Prestige 5-140
  - National Longitudinal Surveys of Labor Force Behavior 3-012
  - Sex and Occupational Prestige 5-257
  - Trends in Women's Education, Attainment, Earnings, and Occupations 5-028
  - University Salary Structure and Sex Discrimination 5-279
  - Women and Men in Nontraditional Occupations 5-217
  - Women and the American Occupational Structure 5-286
- Males—See MEN
- Man/Machine Systems—See COMPUTER SYSTEMS
- MANAGEMENT EFFECTIVENESS
  - Manpower in Local Government 3-005K
- MANAGEMENT TRAINING
  - Multiproject Demonstration of Manpower Development 1-007
- MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING—See also UNION MANPOWER PRACTICES; JOB RESTRUCTURING
  - Employee Participation in Job Structuring 3-057
  - Implementation of Job Design 5-105
  - Management-Worker Collaboration in Job Structuring 1-059B
  - Quality of Work Bibliography 3-061
- MANDATORY JOB LISTING—See also JOB LISTING
  - Career Information System 1-010
  - Executive Order 11598 and the Employment Service 1-034
- MANPOWER
  - Male and Female Wage and Employment Differences 5-159
  - Planning for Human Resource Development 1-002
- Manpower Administration—See specific manpower agencies, programs or policies
- Manpower Area Planning Council—See COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS).
- Manpower Demand—See MANPOWER NEEDS
- MANPOWER DEVELOPMENT
  - Training for Manpower Program Administrators and Planners 1-042
- MANPOWER ECONOMICS—See also LABOR MARKET; EMPLOYMENT; LABOR FORCE; LABOR MOBILITY; UNEMPLOYMENT
  - Human Economy 3-005G
  - Manufacturers' Assistance in Customer Manpower Training 5-145
  - The Future of the Metropolis: 1-056
- MANPOWER ECONOMICS COURSES
  - Manpower Economic Education 2-022
  - Training for Manpower Program Administrators and Planners 1-042
- Manpower Information System—See LABOR MARKET INFORMATION
- Manpower Institutional Grants—See INSTITUTIONAL GRANTS
- MANPOWER LEGISLATION—See also COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)
  - Manpower Research and Formation of Policy 4-010
- MANPOWER NEEDS—See also EMPLOYER MANPOWER PLANNING; LABOR DEMAND; MANPOWER PROJECTIONS
  - Coal Industry's Manpower Needs Study 3-044
  - Employment and Income Consequence of Alternative Development Strategies 5-244
  - Exploratory Empirical Research on Secondary Labor Markets 5-247
  - Labor Market Experience for Engineers 3-027
  - Labor Market for Policemen 5-026
  - Low-Income Families in Four Rural Counties 3-020
  - Multiproject Demonstration of Manpower Development 1-007
  - Why Do Blacks and Women Have High Unemployment Rates? 5-285
  - Women's Non-Standard Workday/Workweek 5-196
- MANPOWER PLANNING AND ADMINISTRATION—(Projects dealing principally with manpower program planning and administration appear in Chapter 1.)
  - Rural Manpower Policy Research Group 3-037
- MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT—See also UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT
  - Committee on DOL Manpower R&D 1-052
  - Labor Market in Open Macroeconomic Model 6-029
  - Manpower Research and Formation of Policy 4-010
  - ORD's Rural Work 3-034
  - R&D Strategy Design for the Employment Service 1-035
  - Review of Job Analysis R&D 2-074
  - The Future of the Metropolis: 1-056
  - Training for Manpower Program Administrators and Planners 1-042
  - Utilization of R&D Findings 1-059A
  - Women and Work 3-046
  - Workshop on Research Needed on Women's Employment Situation 1-062
- MANPOWER POLICY
  - Conference on the Public Employment Service 1-030
  - Demographic Trends, Labor Force Changes, and the Economy 3-002
  - Exploratory Empirical Research on Secondary Labor Markets 5-247
- MANPOWER PROGRAM MANAGEMENT
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  - Facilitating the Adoption of New Procedures 1-005
  - Introduction of CETA in Eastern Massachusetts 1-006
  - Manpower Programing and Social Work Expertise 1-029
  - Multiproject Demonstration of Manpower Development 1-007
  - Public Employment Service -- Employee Perceptions of Management Practices 1-050
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Transition to CETA in Ohio 1-009
- MANPOWER PROGRAM REFORM
  - An Analysis of the Pilot CMP 1-001
- MANPOWER PROGRAM SERVICES AND TECHNIQUES—(Projects dealing principally with this subject appear in Chapter 3.)
  - Experimental Manpower Laboratory: Social Systems Intervention 2-106
- MANPOWER PROGRAM STAFFING—See also EMPLOYMENT SERVICE STAFF
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  - Social Workers in Manpower Programs 5-186
- MANPOWER PROGRAMS AND THEIR SPECIFIC POPULATIONS—(Projects dealing principally with this subject appear in Chapter 2.)
- MANPOWER PROJECTIONS—See also LABOR SUPPLY; ECONOMIC FORECASTING; MANPOWER NEEDS
  - Coal Industry's Manpower Needs Study 3-044
  - Employment Generated by New Government Contracts 1-027
  - European Manpower Policies 5-226
  - Impact of Large Public Programs 3-005V
  - Interstate Labor Force Migration 5-021
  - Labor Market Experience for Engineers 3-027
  - Labor Market for Policemen 5-026
  - Manpower and Economic Indicators and Forecasts 1-017
  - Manpower Impact of Government Programs and Policies 4-009
  - Manpower Policy and Programs—A Planning Project 5-260
  - Multiproject Demonstration of Manpower Development 1-007
  - Perceived Occupational Similarities 5-268
  - Static and Dynamic Labor Supply Functions 4-015
- Manpower Reform—See MANPOWER PROGRAM REFORM
- Manpower Requirements—See MANPOWER PROJECTIONS
- Manpower Research and Development—See MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT
- MANPOWER RESEARCH AND DEVELOPMENT STORAGE AND RETRIEVAL
  - Manpower R&D Storage and Retrieval System 1-060
- Manpower Resources—See HUMAN RESOURCES
- MANPOWER REVENUE SHARING
  - Multiproject Demonstration of Manpower Development 1-007
- Manpower Services Council—See STATE MANPOWER SERVICES COUNCIL (CETA)
- Manpower Services Delivery Systems—See SERVICE DELIVERY SYSTEMS
- MANPOWER SERVICES INFORMATION
  - Development of a Regional Computer-Based Management Information System 1-019
  - Job Information Center 1-022
  - Labor Market Information System Design and Use 1-025
  - Metropolitan Labor Market: New York 1-012A

- Manpower Supply—See LABOR SUPPLY
- MANPOWER UTILIZATION
  - Disadvantaged Workers in Parks and Recreation 2-028
  - Experimental Job Trials 2-107
  - Ghetto Economic Corporations 5-194
  - In-School NYC Influence on Earnings Capacity 5-120
  - Intrafirm Mobility Among Apprentice-Trained Craft Workers 5-119
  - Manpower Economic Education 2-022
  - Manpower in Local Government 3-005K
  - Manpower Policy and Programs—A Planning Project 5-260
  - Multiproject Demonstration of Manpower Development 1-007
  - Permanent Part-Time Employment: Exploratory Analysis 3-059
  - Public Service Employment for the Disadvantaged 5-169
- Manuals—See HANDBOOKS
- MANUFACTURING
  - Hours of Work in Manufacturing, 1947-70 5-256
  - Laid-off Workers in Manufacturing 6-004
  - Upgrading in Private Industry 2-067
  - Wage Differentials in Japanese Manufacturing 5-170
- MAPC—See COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS)
- MARITAL STABILITY—See also FAMILIES
- Married Women—See WOMEN
- MARYLAND
  - Manpower Institutional Grant (1974): West Virginia University 5-013
- MARYLAND, BALTIMORE
  - Baltimore Employee Health Program 2-111
  - Income Maintenance for Ex-Offenders 2-141
  - Retaining Problem Drinkers on the Job 2-121
- MASSACHUSETTS
  - Economic Analysis of Occupational Licensure 4-005
  - Manpower Institutional Grant (1974): Boston University 5-001
- MASSACHUSETTS, BOSTON
  - Computerized Construction LMI and Job Dispatching 1-020
  - Introduction of CETA in Eastern Massachusetts 1-006
  - Job Finding and Performance of Addicts/Ex-Addicts 2-124
  - Restructuring Health Manpower Organizations 2-071
  - The Structure of Youth Labor Markets 5-192
- MASSACHUSETTS, NORTH DORCHESTER
  - Ghetto Economic Corporations 5-194
- MASSACHUSETTS, ROXBURY
  - Ghetto Economic Corporations 5-194
- MASSACHUSETTS, SPRINGFIELD
  - Labor Market Forecasting 3-011
- MATERIALS
  - Cooperative Action to Improve Occupational Regulation 4-003
- Maternity Benefits—See MATERNITY EMPLOYMENT PRACTICES
- MATERNITY EMPLOYMENT PRACTICES
  - Maternity Leave Benefits 3-066
- Maternity Leave—See MATERNITY EMPLOYMENT PRACTICES
- MATHEMATICAL MODELS—See also ECONOMIC ANALYSIS AND ECONOMETRICS
  - Assets, Labor Supply, Consumption Over the Life Cycle 5-031
  - Decisionmaking Matrix and Resource Allocation Model 1-004
- MATURE WORKERS—See also OLDER WORKERS; AGE DISCRIMINATION IN EMPLOYMENT ACT; MIDDLE-AGED WORKERS
  - Dual Careers 3-012D
- MBA Program—See UNIVERSITIES AND COLLEGES
- MBR—See MALADAPTIVE BEHAVIOR RECORD
- MEANING OF WORK—See also WORK ATTITUDES; QUALITY OF EMPLOYMENT; JOB SATISFACTION
  - Effectiveness in Work Roles 3-052
  - Employment Quality and Self-Investment in Work 5-272
  - Organizational Experience and Employee Work Attitudes 3-068
  - Phenomenology of Human Labor 5-161
  - Supplemental Uses of the Workplace 3-064
  - Validation of Quality of Work Questionnaires 3-069
  - Work Attitudes and Labor Market Experience 3-071
- MECHANIZATION—See also AUTOMATION
  - Effects of Technology on Organizational Structure 5-079
  - Resource Adjustment and Mechanization in the Tobacco Industry 3-045
  - Upgrading in Agriculture 2-061
- Medical Care—See HEALTH CARE
- Medical Laboratory Technicians—See HEALTH MANPOWER
- Medical Personnel—See HEALTH MANPOWER
- Medical Services—See HEALTH CARE
- MEN—See also FATHERS; MALE/FEMALE; YOUNG MEN
  - Adjusting to Employment Termination 5-223
  - Adolescent Social System Impact on Occupational Achievement 5-094
  - Blue-Collar 4-Day Workweek 5-035
  - Determinants of Occupational Upgrading 5-224
  - Dual Labor Market Theory 5-052
  - Early Retirement and the Labor Market Dynamics of Older Workers 5-067
  - Effects of Military Experience 4-006
  - Facilitating Employment of Disabled Veterans 3-022
  - Interarea Educational Earnings Differentials 5-115
  - Labor Force Characteristics of Puerto Rican Migrants 3-026
  - Longitudinal Analysis of Occupational Mobility 3-001
  - Market Differentials and Labor Force Behavior 5-147
  - Model Assessment and Classification System in Corrections 2-128
  - Occupational Differences in Wage Discrimination Against Black Men 5-151
  - Pre-Retirement Years 3-012A
  - Project Volunteer Power 2-137
  - Sex Differences in Income Determination 5-055
  - Shared Decisionmaking in Prison Management 2-140
  - Vocational Training Survey in Correctional Institutions 2-142
  - Work and Income in Urban Poverty Areas 3-040
  - Work and Lifestyle Organization 5-218
- MENTAL ABILITY
  - Effects of Military Experience 4-006
- Merit System—See CIVIL SERVICE SYSTEM
- METALWORKING INDUSTRY
  - Proficiency Test for Technical Occupations 2-051A
  - Survey of Training in Industry 3-065
- METHODOLOGY—See also specific methodologies
  - Alternatives to Incarceration 2-126
  - Effectiveness in Work Roles 3-052
  - Effects of Enrollment in Manpower Programs 1-054
  - Experimental Design of Net Benefit Analysis of the Employment Service 1-036
  - National Longitudinal Surveys of Labor Force Behavior 3-012
  - Services for Workers at the Workplace 3-062
  - Shared Decisionmaking in Prison Management 2-140
  - Theory of Discrimination: A Systems Approach 3-051
- METROPOLITAN AREAS—See also URBAN AREAS
  - Advanced Service Metropolis 3-005F
  - An Analysis of the Pilot CMP 1-001
  - Job Search Methods of Mexican Americans 3-025
  - Metropolitan Labor Market 3-005J
  - Negro Occupational Status and Education 3-033
  - Relationship Between Employment, Unemployment, and Migration 3-006
  - Suburbanization and the City: The Metropolitan Labor Market 3-005L
- Metropolitan Problems—See URBAN PROBLEMS
- MEXICAN AMERICANS—See also SPANISH-SPEAKING AMERICANS
  - An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 5-019
  - Day Care—NYC Youth Helper Program 2-006
  - Economic Assimilation of Mexican Americans in Michigan 5-155
  - Job Search Methods of Mexican Americans 3-025
  - Mexican Illegal Aliens in Urban Labor Markets 5-142
  - Texas Migrant Demonstration Project 2-122
  - Upgrade Training in Canning Industry During Layoff Periods 2-070
  - Upgrade Training in the Canning Industry 2-078
- MICHIGAN
  - Adjusting to Employment Termination 5-223
  - Manpower Institutional Grant (1974): Oakland University 5-007
- MICHIGAN, DETROIT
  - Interindustry Wage Differentials Among Unionized Truck Drivers 5-116
  - Intraorganizational Occupational Mobility 5-118

Job Stigma and Self Esteem 5-125
Labor Market Information System Design and Use 1-025
Unemployment Insurance in Urban Labor Market 5-068

MICHIGAN, KALAMAZOO
Educational Attainment and Adult Status of Brothers 5-056

MICRO-LEVEL ANALYSIS
Unionized Contract Construction Wage Changes 5-121

MICROLEVEL ANALYSIS
Growth of Service Employment 3-005I
Microeconomic Model of the Distribution of Labor Income 5-150
Turnover and Wage Dynamics, 1932-1972 5-087

MIDDLE AGED WORKERS
Research Study of Older Workers: R&D Strategy 1-061

MIDDLE-AGED WORKERS—See also MATURE WORKERS
Market Differentials and Labor Force Behavior 5-147
Midlife Career Change: Coping with Transitions in Employment 5-261

MIDSOUTHERN STATES
Rural Labor Markets 3-036

MIGRANTS—See also FARMWORKERS; SEASONAL EMPLOYMENT
Economic Assimilation of Mexican Americans in Michigan 5-155
Interface of Work and Welfare 3-005C
Labor Force Characteristics of Puerto Rican Migrants 3-026
Manpower Research and Formation of Policy 4-010
Nonfarm Employment Problems of Farm Laborers 3-014
Nonfarm Work by Farm Families 5-231
Occupational Adjustments of Recent In-Migrants 2-120
Rural Manpower Mobility Plan Effectiveness 1-033
Texas Migrant Demonstration Project 2-122

MIGRATION—See also GEOGRAPHIC MOBILITY
Citrus Labor Market Demonstration Project 3-017
Cooperative Manpower Planning for Nonmetropolitan Populations 1-003
Determinants of Occupational Upgrading 5-224
Economic Assimilation of Mexican Americans in Michigan 5-155
Emigration of Southern Blacks 5-072
Employment and Income Consequence of Alternative Development Strategies 5-244
Employment and Income: Puerto Rico Simulation Model 5-243
European Manpower Policies 5-226
Impact of Human Resources Policies on Geographic Mobility 4-001
Interstate Labor Force Migration 5-021
Labor Force Characteristics of Puerto Rican Migrants 3-026
Manpower Research and Formation of Policy 4-010
Multiracial Work Forces in Coal, 1880-1930 5-095
Negro Occupational Status and Education 3-033
Relationship Between Employment, Unemployment, and Migration 3-006
Rural Labor Markets 3-036

Military—See ARMED FORCES

MILITARY TRAINING—See also TRAINING; GI BILL; VETERANS
Effects of Military Experience 4-006
Project VEHTS 3-035

MINERALS—See also MINING
Supply Access Issues 6-043

MINIMUM WAGE LAWS—See also WAGES; FAIR LABOR STANDARDS ACT
Problem of Teenage Unemployment 5-166

MINING
Coal Industry's Manpower Needs Study 3-044
Multiracial Work Forces in Coal, 1880-1930 5-095

MINNESOTA
Manpower Institutional Grant (1974): Oakland University 5-007
Model NYC Programs for Rural Youth 2-009

MINNESOTA, MINNEAPOLIS
Job Stigma and Self Esteem 5-125

MINORITIES—See also CHINESE AMERICANS; MEXICAN AMERICANS; SPANISH-SPEAKING AMERICANS; WOMEN; BLACKS
Business Administration Students from Minorities 2-017
Demographic Trends, Labor Force Changes, and the Economy 3-002
Economic Status of Asians and Blacks in California 5-177
EEO Programs Effect on Minorities and Women in Federal Agencies 5-098
Emergence of a Service Society 3-004
Faculty Salary Differentials, University of Massachusetts 5-069
Getting and Keeping a Job—Puerto Ricans and Blacks 3-005E
Hometown Plans and Minority Employment in the Construction Industry 5-061
Impact of Court Cases on Minority Employment 3-055
Improving Entry of Minority Women into Professional and Managerial Jobs 2-075
Labor Force Characteristics of Puerto Rican Migrants 3-026
Labor Market Information System Design and Use 1-025
Labor Supply for Lower-Level Occupations 3-028
Multiracial Work Forces in Coal, 1880-1930 5-095
National Longitudinal Surveys Clearinghouse 3-012E
Organizational Experience and Employee Work Attitudes 3-068
Public Utility Internal Labor Market Study 3-041
Relationship Between Employment, Unemployment, and Migration 3-006
Selection and Career Advancement in an Internal Labor Market 3-058
Spanish Americans in the Labor Market 3-030
State Employment Service Professional Selection System 1-043
Study of the Pittsburgh Plan 3-042
Study of Urban and Rural Nonreservation Indian Manpower Programs 3-015
Training and Entry into Union Construction People, Jobs, Income 2-048
Upgrading of the Disadvantaged 2-065
Workshop on Research Needed on Women's Employment Situation 1-062

MINORITY BUSINESS ENTERPRISE
Ghetto Economic Corporations 5-194
Investment Priorities in Urban Black Communities 5-059
Negro Employment in Southern Construction Industry 3-032
Urban Renewal Impact on Black Business 5-025

MISSISSIPPI
Low-Income Families in Four Rural Counties 3-020
Manpower Institutional Grant (1974): Memphis State University 5-003

MISSOURI
Manpower Institutional Grant (1974): University of Missouri - Columbia 5-004

MISSOURI, ST. LOUIS
The Female Insured Unemployed 5-093
Work and Income in Urban Poverty Areas 3-040

Mobility—See LABOR MOBILITY

MOBILITY ASSISTANCE—See also GEOGRAPHIC MOBILITY
Job Search and Relocation Assistance Pilot Project 2-115
Labor Relocation Assistance: Tuskegee Institute 5-132
Mississippi STAR Labor Mobility Project 2-118
Relocation: Policy and Economic Development 2-123
Texas Migrant Demonstration Project 2-122
Urban Renewal Impact on Black Business 5-025

MODELS—See also ECONOMIC ANALYSIS and ECONOMETRICS
An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 5-019
An Analysis of the Pilot CMP 1-001
An Integrative Approach to Leadership 5-114
Day Care—NYC Youth Helper Program 2-006
Developing a Model for Youth Education 2-010
Drug Abuse Prevention in Youth Resident Centers 2-117
Experimental Job Trials 2-107
Fertility and Labor Participation of Married Women 5-276
Labor Market Information System Design and Use 1-025
Manpower and Economic Indicators and Forecasts 1-017
Model NYC Programs for Rural Youth 2-009
New Education Programing in Manpower Training Projects 2-014
Static and Dynamic Labor Supply Functions 4-015

MONITORING OF CETA PROGRAMS—See also CETA SERVICES AND PLANNING
Development of an Opportunity Program Manpower Information System 1-018
Introduction of CETA in Eastern Massachusetts 1-006
Transition to CETA in Ohio 1-009

- **MONTANA**
  - **Manpower Institutional Grant (1974): University of Utah 5-012**
- **Morale—See WORK ATTITUDES**
  - **The Consequences of Unemployment on Evaluation of Self 5-043**
- **MOTHERS—See also FAMILIES; WOMEN**
  - **Birth Expectations and Work Experience 3-021**
  - **Births and Women's Labor Force Participation 5-203**
  - **Decision to Participate in WIN (Michigan) 2-083**
  - **Dual Careers 3-012D**
  - **Flexible Work Schedules for Welfare Participants 2-098**
  - **Health of Working and Nonworking Poverty Mothers 2-088**
  - **Paternal Authority, Work Training, and Income Maintenance Programs 2-095**
  - **Work, Welfare, and the Increase in Women Living Independently of Men 5-221**
- MOTIVATION—See also WORK ATTITUDES; ATTITUDES; JOB SATISFACTION; INCENTIVES
  - Instrumental Determinants of Individual Job Performance 5-113
  - Career Goals of Black College Women 5-262
  - Desegregation and Career Goals 3-005M
  - Effects of Job and Life Stress on Job-Related Strain 5-122
  - Employee Responses to Work-Unit Structure 5-242
  - Employment Program for Minority Girls 2-001
  - Evaluation of 1972 Summer Intern Program 2-012A
  - Expectancy Theory Cognitions for Salaried Employees 5-091
  - Future Orientation and Expectations as Success Predictors 5-096
  - Husbands in Dual Career Families 5-099
  - Job Training, Personality, and Labor Market Conditions 5-254
  - Judgement Strategies in Job Analyses 5-229
  - Labor Market Behavior of Male Youth 5-126
  - Management by Objectives 5-141
  - Multiproject Demonstration of Manpower Development 1-007
  - Organizational Experience and Employee Work Attitudes 3-068
  - Phenomenology of Human Labor 5-161
  - Pre-Retirement Years 3-012A
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Role of Husband Support on Wife's Return to School 5-175
  - Staff Training for Basic Education 2-013
  - Validation of Quality of Work Questionnaires 3-069
  - Vocational Adjustment of Physician Assistants 5-209
  - Work and Income in Urban Poverty Areas 3-040
  - Work Attitudes and Labor Market Experience 3-071
  - Work, Welfare, and the Increase in Women Living Independently of Men 5-221
- MRS—See MANPOWER REVENUE SHARING
- Multinational Corporations—See CORPORATIONS
- Multiple Jobholding—See MOONLIGHTING
- Municipal Employment—See STATE AND LOCAL GOVERNMENTS

N

- NAB—See JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
- National Alliance of Businessmen—See JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)
- NATIONAL COMMISSION FOR MANPOWER POLICY
  - Manpower Goals for American Democracy 4-002
- NATIONAL LONGITUDINAL SURVEY
  - Earnings, Occupational Choice, and Early Family Formation 5-238
  - National Longitudinal Surveys: Lessons for Policy 3-031
- NATIONAL LONGITUDINAL SURVEYS—See also YOUNG MEN; YOUNG WOMEN; YOUTH; WOMEN; MEN; OLDER WORKERS
  - An Analysis of Female Heads of Families 5-146
  - Career Development 3-016
  - Career Thresholds 3-012C
  - Determinants of Occupational Upgrading 5-224
  - Dual Careers 3-012D
  - Early Career Contigencies of Status Attainment 5-237
  - Early Retirement and the Labor Market Dynamics of Older Workers 5-067
  - Effect of Unemployment Rates on Labor Supply Participation 5-235
  - Effects of Enrollment in Manpower Programs 1-054
  - Employment of Married Women With Children 5-128
  - Fertility and Labor Participation of Married Women 5-276
  - Impact of Human Resources Policies on Geographic Mobility 4-001
  - Job Search for Male Youth 5-039
  - Labor Market Behavior of Male Youth 5-126
  - Longitudinal Analysis of Occupational Mobility 3-001
  - Market Differentials and Labor Force Behavior 5-147
  - National Longitudinal Surveys Clearinghouse 3-012E
  - National Longitudinal Surveys of Labor Force Behavior 3-012
  - Poverty Flows in the Female-Headed Household 5-163
  - Pre-Retirement Years 3-012A
  - Static and Dynamic Labor Supply Functions 4-015
  - Tax Law Effect on Labor Supply of Married Women 5-104
  - Turnover, Unemployment, and the Dual Labor Market 5-259
  - Unemployment Duration, Compensation, and Job Search 5-206
  - Vocational Training Choices of Young Males 5-189
  - Women and Part Week-Work 3-047
  - Women and the American Occupational Structure 5-286
  - Work Attitudes and Labor Market Experience 3-071
  - Years for Decision 3-012B
- NATIONAL MANPOWER POLICY—See also NATIONAL MANPOWER POLICY TASK FORCE; RURAL MANPOWER POLICY RESEARCH GROUP
  - Manpower Goals for American Democracy 4-002
  - Manpower Research and Formation of Policy 4-010
- NATIONAL MANPOWER POLICY TASK FORCE
  - Manpower Research and Formation of Policy 4-010
- NATIONAL MARITIME UNION PROGRAM—See also UNION MANPOWER PRACTICES
- Native Americans—See INDIANS
- Navajo Indians—See INDIANS
- Navy—See ARMED FORCES
- NEBRASKA
  - Manpower Institutional Grant (1974): University of Missouri - Columbia 5-004
  - Model NYC Programs for Rural Youth 2-009
- NEBRASKA, OMAHA
  - An Analysis of the Pilot CMP 1-001
- NEGATIVE INCOME TAX
  - Labor Effort Disincentives of Negative Income Taxation 5-127
- Negroes—See BLACKS
- NEIGHBORHOOD YOUTH CORPS (NYC)
  - Assessment Measures for Youth Enrollees 2-104
  - Day Care—NYC Youth Helper Program 2-006
  - Developing a Model for Youth Education 2-010
  - Effectiveness of Graham Associates Demonstration Project 2-019
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  - In-School NYC for Young Girls 2-011
  - In-School NYC Influence on Earnings Capacity 5-120
  - Model NYC Programs for Rural Youth 2-009
  - Operations Research to Monitor VEPS In-School NYC Enrollees 2-016
  - Selected Out-of-School NYC Programs 2-012
  - VEPS Program for In-School NYC Enrollees 2-005
- NEIGHBORHOOD YOUTH CORPS(NYC)
  - Operations Research to Monitor VEPS In-School NYC Enrollees 2-016
- NEP—See NEW EDUCATION PROGRAM
- NEVADA
  - Development of a Regional Computer-Based Management Information System 1-019
  - Manpower Institutional Grant (1974): San Francisco State University 5-011
- NEW EDUCATION PROGRAM
  - Effectiveness of Graham Associates Demonstration Project 2-019
  - New Education Programing in Manpower Training Projects 2-014
- NEW ENGLAND
  - Trade Adjustment Assistance: A Case Study 5-204

- NEW HAMPSHIRE
  - Manpower Institutional Grant (1974): Boston University 5-001
- NEW JERSEY
  - Manpower Institutional Grant (1974): SUNY (Buffalo) 5-005
  - Work and Welfare Patterns of Low-Income Families 2-100
- NEW MEXICO
  - Manpower Institutional Grant (1974): University of Houston 5-002
- NEW MEXICO, ALBUQUERQUE
  - An Analysis of the Pilot CMP 1-001
- NEW MEXICO, SILVER CITY
  - Wage Labor and Urban Chicano Adaptation 5-213
- NEW YORK
  - Manpower Institutional Grant (1974): SUNY (Buffalo) 5-005
- NEW YORK PUBLIC ASSISTANCE LAW—See also WELFARE LEGISLATION
- NEW YORK, ALBANY SCHENECTADY, TROY (SMSA)
  - Contribution of Social Resources in the Labor Force 5-044
- NEW YORK, ITHACA
  - Physical Rehabilitation and Employment of WIN Recipients 2-096
- NEW YORK, NEW YORK
  - Employment Characteristics of Chinese Americans 4-007
  - Employment Program for Minority Girls 2-001
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  - Getting and Keeping a Job—Puerto Ricans and Blacks 3-005F
  - Health Services Mobility Study (HSMS) 2-069
  - Impact of Large Public Programs 3-005V
  - Interface of Work and Welfare 3-005C
  - Job Finding and Performance of Addicts/Ex-Addicts 2-124
  - Labor Force Characteristics of Puerto Rican Migrants 3-026
  - Large City Budgeting for Human Resource Expenditures 3-005U
  - Large City Budgeting for Human Resources Expenditures 3-005S
  - Metropolitan Labor Market 3-005J
  - Metropolitan Labor Market: New York 1-012A
  - Occupational Mobility Among Unionized Civil Service Employees 5-153
  - Where Have All the Dollars Gone? 1-012C
  - Workfare's Impact on Employable Welfare Recipients 2-089
- NEW YORK, YONKERS
  - Job Information Center 1-022
- NEWSPAPER ADS
  - Newspaper Advertisements as Labor Market Indicators 1-021
- NEWSPAPER ADVERTISEMENTS
  - Labor Exchange Role: ES vs. Want Ads 1-013
  - Newspaper Advertisements as Labor Market Indicators 1-021
- NHOP—See NEW HEALTH OCCUPATIONS PROGRAM
- NMU—See NATIONAL MARITIME UNION
- NONFARM
  - Nonfarm Employment Problems of Farm Laborers 3-014
  - Nonfarm Work by Farm Families 5-231
- NONMETROPOLITAN AREAS
  - An Analysis of the Pilot CMP 1-001
  - Cooperative Manpower Planning for Nonmetropolitan Populations 1-003
  - Rural Labor Markets 3-036
- Nonprofessionals—See PARAPROFESSIONALS
- NORTH CAROLINA
  - Labor Mobility Project (North Carolina) 2-116
  - Manpower Institutional Grant (1974): Memphis State University 5-003
  - Multiproject Demonstration of Manpower Development 1-007
- NORTH CENTRAL STATES
  - Industrial Relations for Railroad Manpower 5-171
  - Model NYC Programs for Rural Youth 2-009
- NORTH DAKOTA
  - Manpower Institutional Grant (1974): University of Utah 5-012
- NORTHEASTERN STATES
  - Male and Female Wage and Employment Differences 5-159
- NORTHEASTERN U.S.
  - Black and Ethnic Employment Patterns and Economic Performance 5-216
- NORTHERN MICHIGAN
  - Labor Mobility Project (Michigan) 2-119
- NOW—See NATIONAL ORGANIZATION FOR WOMEN
- NURSES—See also HEALTH MANPOWER
  - Nursing Salaries 5-263
  - Registered Nurse Training Programs 5-173
  - The Supply of Professional and Nonprofessional Nurses 5-281
  - Work Relationships in Medical Care Delivery 5-220
- NUTRITION
  - Physical Rehabilitation and Employment of WIN Recipients 2-096
- NYC—See NEIGHBORHOOD YOUTH CORPS (NYC)

O

- Occupational Adjustment—See OCCUPATIONAL MOBILITY
- Occupational Aspirations—See CAREER GOALS
- OCCUPATIONAL CHOICE—See also COUNSELING AND GUIDANCE; CAREER CHOICE
  - Adolescent Social System Impact on Occupational Achievement 5-094
  - Career Goals of Black College Women 5-262
  - Career Information System 1-010
  - Career Striving in Black and White Women 5-248
  - Demonstration of CIS 1-014
  - Dual Careers 3-012D
  - Earnings, Occupational Choice, and Early Family Formation 5-238
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 5-253
  - Generations: Transmission of Occupation 5-097
  - Logit Model With Reference to Wage Subsidies 5-230
  - Military Labor Markets 5-162
  - Women and Men in Nontraditional Occupations 5-217
- OCCUPATIONAL CLASSIFICATION—See also EMPLOYER MANPOWER PRACTICES AND POLICIES
  - Critique of Duncan's Stratification Research 5-045
  - Perceived Occupational Similarities 5-268
  - Sex and Occupational Prestige 5-257
  - Upgrading in Agriculture 2-061
- Occupational Differentials—See WAGE STRUCTURE
- Occupational Disease—See OCCUPATIONAL SAFETY AND HEALTH
- Occupational Distribution—See OCCUPATIONAL STRUCTURE
- OCCUPATIONAL INFORMATION—See also LABOR MARKET INFORMATION
  - An Analysis of Imperfect Information in the Labor Market 5-020
  - Career Thresholds 3-012C
  - Perceived Occupational Similarities 5-268
  - Preparation for Work 3-005Q
- OCCUPATIONAL LICENSING—See also CREDENTIALING, HEALTH MANPOWER
  - Cooperative Action to Improve Occupational Regulation 4-003
  - Cooperative Planning to Improve Occupational Regulation 4-004
  - Economic Analysis of Occupational Licensure 4-005
  - Labor Market: Segments and Shelters 3-005A
  - Occupational Licensure of Allied Health Programs 5-152
  - Offender Employment Restrictions 2-143
  - Proficiency Examinations for Medical Laboratory Workers 2-076
  - Project VEHTS 3-035
- OCCUPATIONAL MOBILITY—See also UPGRADING
  - Adolescent Social System Impact on Occupational Achievement 5-094
  - Behavioral Model of Labor Force Migration 5-033
  - Career Patterns of 2-Year College Graduates 5-036
  - Career Progression Systems 2-063
  - Career Thresholds 3-012C
  - Contribution of Social Resources in the Labor Force 5-044
  - Desegregation and Career Goals 3-005M
  - Determinants of Occupational Upgrading 5-224
  - Dual Careers 3-012D
  - Early Career Alienation and Socioeconomic Attainment 5-066
  - Educational and Occupational Mobility 5-014
  - Effect of Collective Bargaining on Low-Wage Employment 3-039
  - Emergence of a Service Society 3-004

- Employment of Married Women With Children 5-128
- Evolution of Segmentation in the Labor Market 5-090
- Expectancy Theory Cognitions for Salaried Employees 5-091
- Health Services Mobility Study (HSMS) 2-069
- In-Plant Upgrading and Mobility Patterns 2-072
- Integration of Women into Male-Oriented Jobs 3-056
- Intrafirm Mobility Among Apprentice-Trained Craft Workers 5-119
- Intraorganizational Occupational Mobility 5-118
- Labor Market, Inflation, and Manpower Policy 3-009
- Labor Market: Segments and Shelters 3-005A
- Longitudinal Analysis of Occupational Mobility 3-001
- Midlife Career Change: Coping with Transitions in Employment 5-261
- Multiracial Work Forces in Coal, 1880-1930 5-095
- Occupational Mobility Among Unionized Civil Service Employees 5-153
- Occupational Mobility in the U.S. Economy 5-191
- Public Utility Internal Labor Market Study 3-041
- Restructuring Health Manpower Organizations 2-071
- Second Career Patterns of Military Retirees 5-273
- Spanish Americans in the Labor Market 3-030
- The Development of the Labor Force in San Francisco, 1870-1910 5-062
- Training Information for Policy Guidance 3-005W
- Upgrading Blue-Collar and Service Workers 3-005N
- Upgrading of the Disadvantaged 2-065
- Women and the American Occupational Structure 5-286

OCCUPATIONAL PROJECTIONS—See also MANPOWER PROJECTIONS
- Labor Supply for Lower-Level Occupations 3-028

Occupational Requirements—See LABOR DEMAND

OCCUPATIONAL SAFETY AND HEALTH
- Economics of Occupational Health and Safety 5-074
- Industrial Safety and Collective Bargaining 5-109
- Legislative and Administrative Changes on Workers' Compensation 5-251
- Manpower Conflicts and Resolutions 3-005R
- Social Support for Mediating the Effects of Occupational Stress 5-185

OCCUPATIONAL STATUS—See also UPGRADING, STATUS
- An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 5-019
- Change of Language Effect on Achievement 5-250
- Determinants of Economic Success 2-015
- Determinants of Occupational Upgrading 5-224
- Labor Market to Human Capital 5-136
- Male Female Dimensions of Occupational Prestige 5-140
- Negro Occupational Status and Education 3-033
- Perceived Occupational Similarities 5-268
- Sex and Occupational Prestige 5-257
- Vocational Adjustment of Physician Assistants 5-209

OCCUPATIONAL STRUCTURE—See also JOB STRUCTURE
- Development of Work Involvement Through Task Success 5-234
- Emergence of a Service Society 3-004
- Evolution of Segmentation in the Labor Market 5-090
- Growth of Service Employment 3-005I
- Health Services Mobility Study (HSMS) 2-069
- Intraorganizational Occupational Mobility 5-118
- Longitudinal Analysis of Occupational Mobility 3-001
- Manpower Training Programs for Women 5-144
- Nursing Salaries 5-263
- Occupational Differences in Wage Discrimination Against Black Men 5-151
- Occupational Mobility in the U.S. Economy 5-191
- Perceived Occupational Similarities 5-268
- Relationship Between Employment, Unemployment, and Migration 3-006
- State Salary Comparability Study 1-045
- Trends in Women's Education, Attainment, Earnings, and Occupations 5-028
- Upgrading Blue-Collar and Service Workers 3-005N
- Upgrading in Agriculture 2-061
- Upgrading in Private Industry 2-067
- Women and the American Occupational Structure 5-286
- Work Relationships in Medical Care Delivery 5-220
- Youth Labor Market: International Variations 3-005O

OCCUPATIONAL TRAINING
- Experimental Manpower Laboratory: Disadvantaged Youth 2-130
- Federal Apprenticeship Programs 2-057
- Preparation for Work 3-005Q
- South Carolina's Industry Start-Up Training Program 2-110
- Training Information for Policy Guidance 3-005W
- Upgrading in Private Industry 2-067
- Vocational Training Choices of Young Males 5-189

OCCUPATIONS—See specific occupation

OFFENDER EMPLOYMENT
- Bonding Assistance Study 2-125

OFFENDER EMPLOYMENT RESTRICTION LAWS—See also CORRECTIONS
- Offender Employment Restrictions 2-143
- Role of Prison Industries 2-139

Offenders—See CORRECTIONS

OHIO
- Manpower Institutional Grant (1974): Oakland University 5-007
- Part-Time Employment in Food Services 5-053
- Transition to CETA in Ohio 1-009

OJT—See ON-THE-JOB TRAINING (OJT)

OKLAHOMA
- Manpower Institutional Grant (1974): University of Houston 5-002

OLDER WORKERS—See also AGING; AGE-DISCRIMINATION-IN-EMPLOYMENT ACT; RETIREMENT; MATURE WORKERS; PENSIONS
- Conference on Longitudinal Study of Men in Pre-Retirement Years 3-038
- Early Retirement and the Labor Market Dynamics of Older Workers 5-067
- Getting and Keeping a Job—Puerto Ricans and Blacks 3-005E
- Labor Supply Function for Older Males 5-179
- Manpower Utilization in Labor Markets 3-007
- Pre-Retirement Years 3-012A
- Private Pensions and Involuntary Retirement 3-063
- Research Study of Older Workers: R&D Strategy 1-061

ON-THE-JOB TRAINING (OJT)
- Conference on Apprenticeship 2-054
- Employment of Handicapped in State Civil Service 3-054
- Evaluation of NAB-JOBS for Disadvantaged 5-089
- Experimental Manpower Laboratory: Disadvantaged Youth 2-130
- Federal Apprenticeship Programs 2-057
- NYC-2 Goes to Community College 2-007
- OJT for Precision Machinist Apprentices 2-046
- Pilot Study of the Apprenticeship System 2-053
- Related Instruction in Apprenticeship 2-055
- Survey of Training in Industry 3-065
- Training Information for Policy Guidance 3-005W
- Wage Versus Job Competition 3-013

OPERATING ENGINEERS
- Dual Enrollment Training for Operating Engineers 2-049
- Related Instruction in Apprenticeship 2-055

OREGON
- Career Information System 1-010
- Impact of Laws Prohibiting Sex Discrimination 5-100
- Manpower Institutional Grant (1974): Oregon State University 5-009

OREGON, PORTLAND
- Portland Concentrated Employment Program 5-138

ORGANIZATIONAL ENVIRONMENT
- An Integrative Approach to Leadership 5-114
- Clearinghouse on Productivity and Quality of Working Life 3-049
- Effects of Job and Life Stress on Job-Related Strain 5-122
- Employee Responses to Work-Unit Structure 5-242
- Experimental Manpower Laboratory: Social Systems Intervention 2-106
- Management-Worker Collaboration in Job Structuring 1-059B
- Organizational Climates and Human Relations 5-030
- Organizational Experience and Employee Work Attitudes 3-068
- Organizational Strategies: Jobs and Local Economics 5-266
- Quality of Work Bibliography 3-061

  - Supervisor-Subordinate Role: A Determinant of Evaluation and Rewards 5-199
- ORGANIZATIONAL STRUCTURE
  - Clearinghouse on Productivity and Quality of Working Life 3-049
  - Health Services Mobility Study (HSMS) 2-069
  - Institutional Racism 5-112
  - Intraorganizational Occupational Mobility 5-118
  - Organizational Strategies: Jobs and Local Economics 5-266
  - Pilot Manpower Training Advisory Service for Employers 3-060
  - Quality of Work Bibliography 3-061
  - Restructuring Health Manpower Organizations 2-071
  - Shared Decisionmaking in Prison Management 2-140
  - Supervisor-Subordinate Role: A Determinant of Evaluation and Rewards 5-199
- ORIENTALS
  - Spanish Americans in the Labor Market 3-030
- ORIENTATION—See also PREVOCATIONAL TRAINING; COUNSELING AND GUIDANCE; ASSESSMENT AND EVALUATION
  - Bridges to Work for Young People 3-005B
- Out-Of-School Programs—See NEIGHBORHOOD YOUTH CORPS (NYC)
- Outmigration—See MIGRATION
- Output—See PRODUCTION
- Overtime—See WORK SCHEDULES

P

- Paramedical Occupations—See HEALTH MANPOWER
- PARAPROFESSIONALS
  - Alternative Qualifications and Credentials for Upgrading Paraprofessionals 2-064
  - Disadvantaged Workers in Parks and Recreation 2-028
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Vocational Adjustment of Physician Assistants 5-209
- Parks—See RECREATION AND PARKS
- Parole—See CORRECTIONS
- PART-TIME EMPLOYMENT—See also WORK SCHEDULES
  - Coop Education in School-to-Work Transition 2-023
  - Job Sharing and Flexible Time Arrangement 3-050
  - Part-Time Employment and Worker Effectiveness 5-157
  - Part-Time Employment in Food Services 5-053
  - Permanent Part-Time Employment: Exploratory Analysis 3-059
  - The Pattern of Women's Labor Supply 5-158
  - Women and Part Week-Work 3-047
  - Women in Temporary Help Jobs 3-023
  - Women's Non-Standard Workday/Workweek 5-196
  - Workshop on Research Needed on Women's Employment Situation 1-062
- PART-TIME LABOR MARKET
  - Econometric Analysis of Part-Time Labor Market 3-019
- PARTICIPANT-OBSERVER METHODOLOGY
  - Implementation of Job Design 5-105
  - Mexican Illegal Aliens in Urban Labor Markets 5-142
  - R&D Strategy Design for the Employment Service 1-035
  - Technological Change in Two Arctic Communities 5-201
  - Weaponsmakers: Role Orientations of Scientists and Engineers 5-215
- PEACE—See PROGRAM FOR EDUCATIONAL AND CULTURAL EXCELLENCE
- PENNSYLVANIA
  - Manpower Institutional Grant (1974): West Virginia University 5-013
  - Work and Welfare Patterns of Low-Income Families 2-100
- PENNSYLVANIA, DELAWARE VALLEY
  - Services for Workers at the Workplace 3-062
- PENNSYLVANIA, PHILADELPHIA
  - Upgrading of the Disadvantaged 2-065
  - Women's Non-Standard Workday/Workweek 5-196
- PENNSYLVANIA, PITTSBURGH
  - Study of the Pittsburgh Plan 3-042
- Pension Portability—See PENSIONS
- PENSIONS—See also RETIREMENT
  - Early Retirement and the Labor Market Dynamics of Older Workers 5-067
  - Life-Cycle Model of Pensions 5-137
  - Manpower Utilization in Labor Markets 3-007
  - Pre-Retirement Years 3-012A
  - Private Pensions and Involuntary Retirement 3-063
- PEP—See PUBLIC EMPLOYMENT PROGRAMS
- PERSONNEL ADMINISTRATION—See also MANPOWER PROGRAM MANAGEMENT; EMPLOYMENT SERVICE MANAGEMENT
  - Multiproject Demonstration of Manpower Development 1-007
  - Review of Job Analysis R&D 2-074
- PERSONNEL DEVELOPMENT
  - Manpower Economic Education 2-022
- Personnel Selection—See RECRUITMENT
- PERSONS OF LIMITED ENGLISH SPEAKING ABILITY
  - Texas Migrant Demonstration Project 2-122
- Ph.D's—See DOCTORAL DEGREES
- PHENOMENOLOGY
  - Phenomenology of Human Labor 5-161
- Phillips Curve—See UNEMPLOYMENT/INFLATION TRADEOFF
- PHYSICIANS—See also HEALTH MANPOWER
  - Vocational Adjustment of Physician Assistants 5-209
  - Work Relationships in Medical Care Delivery 5-220
- PILOT STUDY
  - Job Offer Response and Labor Market Conditions 5-269
  - Labor Market Information System Design and Use 1-025
  - Measuring the Effectiveness of Counseling in the ES 1-039
  - Pilot Study of the Apprenticeship System 2-053
- Placement—See JOB PLACEMENT
  - On-Line Use of Job Information in Local ES Office 1-047
- PLANNING—See COMPREHENSIVE MANPOWER PLANNING, MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT, PRIME SPONSORS' PLANNING COUNCILS
- Planning Council—See PRIME SPONSORS' PLANNING COUNCILS
- PLANT SHUTDOWN—See also EMPLOYMENT TERMINATION; LAYOFFs; TRADE ADJUSTMENT ASSISTANCE
  - Effects of Adjustment Assistance on Displaced Workers 5-245
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 5-092
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 5-253
  - Urban Renewal Impact on Black Business 5-025
- POLICE—See also LAW ENFORCEMENT
  - Job Creation for Laid-Off Municipal Workers 2-114
  - The Occupational Socialization of Police 5-154
- POLITICAL ACTION INSTITUTIONS
  - Effects of Technology on Organizational Structure 5-079
  - Industrialization, Responses, and Uses of the Political System 5-108
- Poor—See POVERTY
- POPULATION—See also LABOR FORCE; LABOR SUPPLY; IMMIGRANTS
  - Demographic Trends, Labor Force Changes, and the Economy 3-002
  - Employment Characteristics of Chinese Americans 4-007
  - Fertility and Labor Participation of Married Women 5-276
  - Population Decrease and Employment in Agricultural Communities 5-176
  - The Future of the Metropolis: 1-056
- POST-HIGH SCHOOL TRAINING
  - Vocational Training Choices of Young Males 5-189
- Post-program Earnings—See ASSESSMENT AND EVALUATION
- POVERTY—See also LOW INCOME; CULTURE OF POVERTY
  - Federal Employment Programs to Raise Low Earnings 2-025B
  - Health of Working and Nonworking Poverty Mothers 2-088
  - Income Dynamics of the Poor 2-091
  - Interface of Work and Welfare 3-005C
  - Labor Market: Segments and Shelters 3-005A
  - Poverty Flows in the Female-Headed Household 5-163
  - Rural Labor Markets 3-036
- POVERTY AREAS—See also INNER-CITY RESIDENTS; GHETTO RESIDENTS
  - Dual Labor Market 5-065
- PREAPPRENTICE TRAINING—See also APPRENTICESHIP
  - Study of the Pittsburgh Plan 3-042

- Precision Machinist—See MACHINISTS
- PREDICTION OF SUCCESS IN PROGRAMS—See also EFFECTIVENESS OF PROGRAMS, TRAINING EFFECTIVENESS AND IMPACT
  - Econometric Models of Local Labor Markets and Training Programs' Success Indicat 3-003
  - An Analysis of Unassigned Recipients in the WIN Program 2-081
  - Assessment Measures for Youth Enrollees 2-104
  - Factors Affecting Earnings of Workers Terminated In Plant Closure 5-253
  - Predicting Job or Training Tenure 2-108
  - Prisoner Rehabilitation Through Behavior Modification 2-131
  - Task Modules for Validation of BOLT 2-103
  - Use of Biographical Information System in WIN Programs 2-102
  - Work and Income in Urban Poverty Areas 3-040
  - Youth in WIN 2-101
- PRETRIAL INTERVENTION—See also CORRECTIONS
  - Expansion of Pretrial Intervention Programs 2-129
- PREVOCATIONAL TRAINING—See also APPRENTICESHIP
  - Staff Training for Basic Education 2-013
- PRICES
  - Effects of International Market Linkages 6-008
  - Price Behavior in U.S. Industries 6-032
  - Price Response in Markets 6-033
  - The Price Differential Between Domestic and Imported Steel 6-002
- PRIME SPONSORS (CETA)
  - An Analysis of the Pilot CMP 1-001
  - Impediments to Alliance of WIN/CETA 2-097
  - Introduction of CETA in Eastern Massachusetts 1-006
  - Multiproject Demonstration of Manpower Development 1-007
  - Planning for Human Resource Development 1-002
  - Transition to CETA in Ohio 1-009
- PRIME SPONSORS (CETA) AUDIOTAPES
  - Facilitating the Adoption of New Procedures 1-005
- PRIME SPONSORS' PLANNING COUNCILS—See also REGIONAL PLANNING
  - Introduction of CETA in Eastern Massachusetts 1-006
  - Multiproject Demonstration of Manpower Development 1-007
  - Transition to CETA in Ohio 1-009
- PRISON INDUSTRIES—See also CORRECTIONS
  - Role of Prison Industries 2-139
- Prisoners—See CORRECTIONS
- PRIVATE EMPLOYMENT AGENCIES—See also TEMPORARY HELP SERVICE
  - Labor Market for Scientific Personnel 5-131
  - Workshop on Research Needed on Women's Employment Situation 1-062
- Private Household Work—See HOUSEHOLD WORKERS
- PRIVATE INDUSTRY—See also INDUSTRY PRACTICES
  - Federal Government and Private Sector Wage Differentials 5-212
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Public Service Employment vs. the Private Sector 2-025C
  - Survey of Training in Industry 3-065
- PROBABILITY MODELS
  - Household Heads, Job Search, and Quit Behavior 5-123
- Probation—See JOB RETENTION
- PROBATION OFFICERS—See also CORRECTIONS
- PRODUCT DEMAND
  - A Foreign Automobile Impact Study 6-016
  - Effects of U.S. Sugar Policies and Programs 6-010
  - Estimating Substitution Possibilities Between Imports and Domestic Production 6-012
  - Hedonic Demand Model for Automobiles 6-018
  - Price Response in Markets 6-033
  - Trade and Employment in the Chemical Industry 6-046
- PRODUCTIVITY
  - Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 5-015
  - Clearinghouse on Productivity and Quality of Working Life 3-049
  - Demand for Labor of Uncertain Quality 5-048
  - Demand for Workers in the U.S. Economy 5-088
  - Effectiveness in Work Roles 3-052
  - Employee Participation in Pay Plan Development 3-067
  - Exploring Productivity incentives in the ES 1-049
  - Management by Objectives 5-141
  - Management-Worker Collaboration in Job Structuring 1-059B
  - Manpower Policy and Programs—A Planning Project 5-260
  - Part-Time Employment and Worker Effectiveness 5-157
  - Pilot Manpower Training Advisory Service for Employers 3-060
  - Public Employment Service—Measuring Its Productivity 1-031, 1-041
  - Short- and Long-Run Demand for Labor Services 5-049
  - Short-Run Employment Fluctuations in Public Utilities 5-277
  - Total and Primary Factor Productivity 5-149
  - Utilization of R&D Findings 1-059A
  - Validation of Quality of Work Questionnaires 3-069
  - Wage Differentials in Japanese Manufacturing 5-170
  - White-Collar Work 5-284
- PROFESSIONALS
  - Advanced Service Metropolis 3-005F
  - Dual Worker Married Couples 5-236
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-075
  - Male and Female Wage and Employment Differences 5-159
  - Unionized New York Social Service Employees 5-197
- Proficiency Examinations—See TESTING
- PROGRAMED INSTRUCTION—See also INSTRUCTIONAL MATERIALS, EDUCATION, TRAINING
  - Joint Workshops: Performance Based Apprentice and Technical Training 2-059
  - OJT for Precision Machinist Apprentices 2-046
  - Performance Based Apprentice Training 2-051
  - Prisoner Rehabilitation Through Behavior Modification 2-131
  - Staff Training for Basic Education 2-013
- PROGRAMED INSTRUCTIONS
  - Job-Finding Club as a Method for Obtaining Employment 2-092
  - OJT for Precision Machinist Apprentices 2-046
- Project Bolt—See BASIC OCCUPATIONAL LANGUAGE TRAINING
- Project Surge—See SERVICES UNITED FOR RESPONSIBLE AND GAINFUL EMPLOYMENT (SURGE)
- PROJECT TALENT
  - Educational and Occupational Mobility 5-014
  - Labor Market Behavior of Male Youth 5-126
- Project VEHTS—See VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN
- Promotion—See UPGRADING
- PSC—See PUBLIC SERVICE CAREERS
- Public Agencies—See GOVERNMENT WORK
- Public Assistance—See WELFARE PROGRAMS
- Public Employment—See GOVERNMENT WORK
- PUBLIC EMPLOYMENT PROGRAMS
  - Counter-Recessionary Public Employment 2-027
  - Demand and Supply Considerations of Expanded Public Employment Program 2-025D, 2-025E
  - Disadvantaged Workers in Parks and Recreation 2-028
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  - Federal Employment Programs to Raise Low Earnings 2-025B
  - Guaranteed Job Program 5-054
  - Job Satisfaction and Parolee Recidivism 2-025A
  - Manpower Research and Formation of Policy 4-010
  - Multiproject Demonstration of Manpower Development 1-007
  - Municipal Government Employment and Wages 5-239
  - Public Employment Programs in Wisconsin 5-168
  - Public School Teachers Wage Determination 5-211
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Public Service Employment for the Disadvantaged 5-169
  - Public Service Employment vs. the Private Sector 2-025C
  - Rural Labor Markets 3-036
  - Rural Manpower Policy Research Group 3-037
  - Supported Employment in the Public Sector 2-032
  - Trade Adjustment Assistance: A Case Study 5-204
  - Transitional Effects of Public Service Employment 2-026

- PUBLIC EMPLOYMENT SERVICE—See also particular aspects of employment service operations
  - Attitudes Regarding the Public Employment Service 1-044
  - Career Information System 1-010
  - Conference on the Public Employment Service 1-030
  - Employment Service as a Social Political Institution 1-048
  - Evaluation Methodology for Employer Services Program 1-040
  - Executive Order 11598 and the Employment Service 1-034
  - Experimental Design of Net Benefit Analysis of the Employment Service 1-036
  - Exploring Productivity incentives in the ES 1-049
  - Facilitating Employment of Disabled Veterans 3-022
  - Impact of Mandatory Registrants on ES 1-028
  - Improve Linkage Through Regional Staffs 1-038
  - Improving the Public Employment Service 1-058
  - Job Search and Relocation Assistance Pilot Project 2-115
  - Job Search for Male Youth 5-039
  - Labor Exchange Role: ES vs. Want Ads 1-013
  - Labor Market Information System Design and Use 1-025
  - Labor Market, Inflation, and Manpower Policy 3-009
  - Labor Market: An Information System 1-012B
  - Measuring the Effectiveness of Counseling in the ES 1-039
  - On-Line Use of Job Information in Local ES Office 1-047
  - Public Employment Service – Employee Perceptions of Management Practices 1-050
  - Public Employment Service – Measuring Its Productivity 1-031, 1-041
  - R&D Strategy Design for the Employment Service 1-035
  - Rural Manpower Mobility Plan Effectiveness 1-033
  - USES Management Information Needs 1-015
- Public Health Industry—See HEALTH MANPOWER
- Public Policy—See ECONOMIC POLICY
- PUBLIC SAFETY—See also POLICE, FIREFIGHTERS
- Public School Teachers—See TEACHERS
- PUBLIC SECTOR—See also GOVERNMENT WORK; PUBLIC EMPLOYMENT PROGRAMS
  - Labor in Nonprofit Industries and Government 3-018
  - Public School Teachers Wage Determination 5-211
- PUBLIC SERVICE CAREERS
  - Career Opportunities Development Program 2-062
  - Disadvantaged Workers in Parks and Recreation 2-028
- Public Service Employment—See PUBLIC EMPLOYMENT PROGRAMS
- PUBLIC UTILITIES
  - Integration of Women into Male-Oriented Jobs 3-056
  - Public Utility Internal Labor Market Study 3-041
  - Short-Run Employment Fluctuations in Public Utilities 5-277
  - Tenn 2-056
- Public Welfare Laws—See WELFARE LEGISLATION
- Public Welfare Programs—See WELFARE PROGRAMS
- PUERTO RICANS—See also SPANISH-SPEAKING AMERICANS
  - An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 5-019
  - Employment and Income: Puerto Rico Simulation Model 5-243
  - Getting and Keeping a Job—Puerto Ricans and Blacks 3-005E
  - Labor Force Characteristics of Puerto Rican Migrants 3-026
  - Manpower Research and Formation of Policy 4-010
- PUERTO RICO
  - Employment and Income Consequence of Alternative Development Strategies 5-244
  - Labor Force Characteristics of Puerto Rican Migrants 3-026
  - Manpower Institutional Grant (1974): SUNY (Buffalo) 5-005
- PULP AND PAPER INDUSTRY
  - Effects of International Market Linkages 6-009

Q

- Qualifications—See JOB APPLICANTS
- QUALITY OF EMPLOYMENT—See also JOB SATISFACTION
  - Clearinghouse on Productivity and Quality of Working Life 3-049
  - Effectiveness in Work Roles 3-052
  - Effects of Job and Life Stress on Job-Related Strain 5-122
  - Employee Participation in Job Structuring 3-057
  - Employment Quality and Self-Investment in Work 5-272
  - Management-Worker Collaboration in Job Structuring 1-059B
  - Quality of Work Bibliography 3-061
  - Social Support for Mediating the Effects of Occupational Stress 5-185
  - Utilization of R&D Findings 1-059A
  - Validation of Quality of Work Questionnaires 3-069
  - Vocational Adjustment of Physician Assistants 5-209
- QUALITY OF EMPLOYMENT WORK ENVIRONMENT
  - Effectiveness in Work Roles 3-052
- QUESTIONNAIRE
  - Male-Female Dimensions of Occupational Prestige 5-140
  - Retaining Problem Drinkers on the Job 2-121

R

- RACE—See also DISCRIMINATION, RACIAL DISCRIMINATION, BLACKS
  - Employment Characteristics of Chinese Americans 4-007
  - Why Do Blacks and Women Have High Unemployment Rates? 5-285
- RACIAL DISCRIMINATION—See also EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, DISCRIMINATION
  - Housing Discrimination Effect on Negro's Commuting 5-077
  - Institutional Racism 5-112
  - Labor Market: Segments and Shelters 3-005A
  - National Longitudinal Surveys Clearinghouse 3-012E
  - Occupational Differences in Wage Discrimination Against Black Men 5-151
  - Supervisor-Subordinate Role: A Determinant of Evaluation and Rewards 5-199
  - Turnover, Unemployment, and the Dual Labor Market 5-259
- Racial Minorities—See MINORITIES
- RAILROADS
  - Industrial Relations for Railroad Manpower 5-171
- READING—See also BASIC EDUCATION
- Real Earnings—See EARNINGS
- Recidivism—See CORRECTIONS
- RECREATION AND PARKS
  - Disadvantaged Workers in Parks and Recreation 2-028
- RECRUITMENT—See also HIRING PRACTICES
  - Experimental Job Trials 2-107
  - Impact of Court Cases on Minority Employment 3-055
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-075
  - Predicting Job or Training Tenure 2-108
  - Proficiency Test for Technical Occupations 2-051A
  - State Employment Service Professional Selection System 1-043
  - Study of the Pittsburgh Plan 3-042
  - Upgrading in Agriculture 2-061
  - Women in Temporary Help Jobs 3-023
- RECRUITMENT, ASSESSMENT AND EVALUATION
  - Utilization of R&D Findings 1-059A
- Referral—See JOB PLACEMENT
- Regional Labor Markets—See LABOR MARKET AREAS
- REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION
  - Development of a Regional Computer-Based Management Information System 1-019
  - Improve Linkage Through Regional Staffs 1-038
  - Manpower Institutional Grant (1974): Boston University 5-001
  - Manpower Institutional Grant (1974): Memphis State University 5-003
  - Manpower Institutional Grant (1974): North Carolina A&T State University 5-006
  - Manpower Institutional Grant (1974): Oakland University 5-007
  - Manpower Institutional Grant (1974): Oklahoma State University 5-008
  - Manpower Institutional Grant (1974): Oregon State University 5-009
  - Manpower Institutional Grant (1974): San Francisco State University 5-011
  - Manpower Institutional Grant (1974): SUNY (Buffalo) 5-005
  - Manpower Institutional Grant (1974): University of Houston 5-002
  - Manpower Institutional Grant (1974): University of Missouri - Columbia 5-004
  - Manpower Institutional Grant (1974): University of Utah 5-012

Manpower Institutional Grant (1974): West Virginia University 5-013
REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION ADMINISTRATION
  Manpower Institutional Grant (1974): Pan American University 5-010
REGIONAL PLANNING—See also COMPREHENSIVE MANPOWER PLANNING; PRIME SPONSORS' PLANNING COUNCILS
  Cooperative Manpower Planning for Nonmetropolitan Populations 1-003
Registry and Placement Service—See JOB PLACEMENT
REHABILITATION—See also DRUG USERS; HANDICAPPED; ALCOHOLICS; CORRECTIONS
  An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-071
  Baltimore Employee Health Program 2-111
  Drug Abuse Prevention in Youth Resident Centers 2-117
  Employer Attitudes Toward Ex-Offenders 5-225
  Job Satisfaction and Parolee Recidivism 2-025A
  Labor Market Information Systems and the Disadvantaged 1-024
  Physical Rehabilitation and Employment of WIN Recipients 2-096
  Prisoner Rehabilitation Through Behavior Modification 2-131
  Retaining Problem Drinkers on the Job 2-121
  Sheltered Workshops and Handicapped Clients Survey 2-077
  Vocational Training Survey in Correctional Institutions 2-142
  Women Offenders Projects 2-058
Reinforcement—See SOCIAL REINFORCEMENT
RELATED INSTRUCTION
  Conference on Apprenticeship 2-054
  Dual Enrollment Training for Operating Engineers 2-049
  Federal Apprenticeship Programs 2-057
  Performance Based Apprentice Training 2-051
  Pilot Study of the Apprenticeship System 2-053
  Related Instruction in Apprenticeship 2-055
Relocation Assistance—See MOBILITY ASSISTANCE
Remedial Education—See BASIC EDUCATION
Research and Development—See MANPOWER PLANNING, RESEARCH, AND DEVELOPMENT
Research Funding—See FEDERAL FUNDING
Research Review—See LITERATURE REVIEW
RESIDENTIAL JOB CENTERS—See also JOB CORPS
  Study of Job Corps Allowances Systems 2-020
RESTRICTION LAWS
  Bonding Assistance Study 2-125
RETARDED
  Employment of Handicapped in State Civil Service 3-054
  Handbook for Employment of the Slow Learner 2-134
RETENTION OF TRAINEES—See also DROPOUTS
Retention of Workers—See JOB RETENTION
RETIREMENT—See also OLDER WORKERS, PENSIONS, TRANSITION FROM WORK TO RETIREMENT
  Early Retirement and the Labor Market Dynamics of Older Workers 5-067
  Labor Supply Function for Older Males 5-179
  Life-Cycle Model of Pensions 5-137
  Manpower Utilization in Labor Markets 3-007
  Pre-Retirement Years 3-012A
  Private Pensions and Involuntary Retirement 3-063
  Research Study of Older Workers: R&D Strategy 1-061
  Second Career Patterns of Military Retirees 5-273
  Second Careers for Retired Military Officers 5-182
RETRAINING
  Exploratory Empirical Research on Secondary Labor Markets 5-247
  Factors Affecting Earnings of Workers Terminated In Plant Closure 5-253
  Manpower Research and Formation of Policy 4-010
RETURNS ON EDUCATIONAL INVESTMENT—See also HUMAN CAPITAL; ASSESSMENT AND EVALUATION; EDUCATION EFFECT ON CAREER PATTERNS
  An Analysis of Training Under the GI Bill 2-047
  Career Thresholds 3-012C
  Demand for Education of White and Black Males 5-174
  Determinants of Economic Success 2-015
  Economic Status of Asians and Blacks in California 5-177
  Educational Attainment and Adult Status of Brothers 5-056
  Employment Quality and Self-Investment in Work 5-272
  Occupational Differences in Wage Discrimination Against Black Men 5-151
  Preparation for Work 3-005O
  Public School Teachers Wage Determination 5-211
  Rates of Return to Educational Investment 5-172
  Registered Nurse Training Programs 5-173
  Vocational Training Choices of Young Males 5-189
  Wage Versus Job Competition 3-013
RETURNS ON TRAINING—See also ASSESSMENT AND EVALUATION; HUMAN CAPITAL; TRAINING EFFECTIVENESS AND IMPACT
  An Analysis of Training Under the GI Bill 2-047
  Effects of Enrollment in Manpower Programs 1-054
  Pre-Retirement Years 3-012A
REVENUE SHARING—See MANPOWER REVENUE SHARING
RHODE ISLAND
  Economic Analysis of Occupational Licensure 4-005
  Manpower Institutional Grant (1974): Boston University 5-001
ROLE CONFLICT
  Characteristics of Career and Homemaking Oriented Women 5-267
  Comparison Between Sex-Typical and Atypical Jobs 5-228
  Role Adjustment Among Impaired Workers 5-017
  Unionized New York Social Service Employees 5-197
  Vocational Adjustment of Physician Assistants 5-209
  Weaponsmakers: Role Orientations of Scientists and Engineers 5-215
ROLE MODELS
  Career Goals of Black College Women 5-262
  Characteristics of Career and Homemaking Oriented Women 5-267
  Dual Careers 3-012D
  Effects of Psychological Biases Upon Occupational Attainments of Workers 5-084
  Employment Program for Minority Girls 2-001
  Facilitating the Adoption of New Procedures 1-005
  In-School Employment Project for Young Black Teenage Girls 2-008
  In-School NYC for Young Girls 2-011
  Vocational Adjustment of Physician Assistants 5-209
  Women's Postgraduate Employment 5-241
ROLE PLAYING
  Facilitating the Adoption of New Procedures 1-005
RURAL AREAS
  Effect of Social Support on the Consequences of Job Loss 5-111
  Low-Income Families in Four Rural Counties 3-020
  Manpower Research and Formation of Policy 4-010
  Mississippi STAR Labor Mobility Project 2-118
  Model NYC Programs for Rural Youth 2-009
  Model Rural Youth Projects for Southwest 2-136
  Nonfarm Employment Problems of Farm Laborers 3-014
  Nonfarm Work of Farm-Family Members 5-232
  Off-farm Labor Supply 5-265
  ORD's Rural Work 3-034
  Public Service Employment and Upgrading Project in Vermont 2-029
  Rural Labor Markets 3-036
  Rural Manpower Mobility Plan Effectiveness 1-033
  Rural Manpower Policy Research Group 3-037
  Structural Analysis of the Knights of Labor 5-167
  Tenn 2-056
RURAL MANPOWER POLICY RESEARCH GROUP
  Rural Manpower Policy Research Group 3-037

S

Salaries—See WAGES
SALARY COMPARABILITY STUDIES
  Faculty Salary Differentials, University of Massachusetts 5-069
  Sexual Inequality of Earnings Among Blue-Collar Workers 5-058
  State Salary Comparability Study 1-045

- Samoa—See AMERICAN SAMOA
- School Teachers—See TEACHERS
- School-To-Work Transition—See TRANSITION FROM SCHOOL TO WORK
- Schools—See HIGH SCHOOLS
- SCIENTISTS
  - Engineers and Scientists in California 5-070
  - Labor Market Experience for Engineers 3-027
  - Labor Market for Scientific Personnel 5-131
  - Mail-Matching of Applicants and Jobs 5-240
  - Reduced Research Funding and University Scientists 5-063
- SEASONAL EMPLOYMENT—See also TEMPORARY EMPLOYMENT; MIGRANTS
  - Citrus Labor Market Demonstration Project 3-017
  - Nonimmigrant Workers in the United States 4-012
  - Rural Manpower Mobility Plan Effectiveness 1-033
  - Upgrade Training in the Canning Industry 2-078
  - Upgrading in Agriculture 2-061
- SECOND CAREERS
  - Manpower Research and Formation of Policy 4-010
  - Second Career Patterns of Military Retirees 5-273
- Secondary Education—See HIGH SCHOOLS
- SECONDARY LABOR FORCE—See also DUAL LABOR MARKETS
- Secondary Labor Market—See DUAL LABOR MARKETS
- SECRETARIAL OCCUPATIONS—See also CLERICAL WORK; STENOGRAPHERS
- Segregation—See HOUSING SEGREGATION
- Selection—See RECRUITMENT
- SELF IMAGE
  - The Consequences of Unemployment on Evaluation of Self 5-043
- Self-Employed—See OWNERS
- SELF-HELP FOR JOBSEEKERS
  - Job Information Center 1-022
- Self-Image—See ATTITUDES
- Seminars—See CONFERENCES
- SENIORITY SYSTEMS
  - Impact of Court Cases on Minority Employment 3-055
- SERVICE DELIVERY SYSTEMS
  - An Analysis of the Pilot CMP 1-001
  - Bridges to Work for Young People 3-005B
  - Conference on the Public Employment Service 1-030
  - Cooperative Manpower Planning for Nonmetropolitan Populations 1-003
  - Facilitating the Adoption of New Procedures 1-005
  - Human Economy 3-005G
  - Human Services Manpower Career Center 1-037
  - Job Patterns for WIN Terminees 2-093
  - Large City Budgeting for Human Resource Expenditures 3-005U
  - Large City Budgeting for Human Resources Expenditures 3-005S
  - Mississippi STAR Labor Mobility Project 2-118
  - Multiproject Demonstration of Manpower Development 1-007
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Rural Manpower Policy Research Group 3-037
  - Use of Vouchers for the Purchase of Social Services 2-112
  - Utilization of R&D Findings 1-059A
  - Work and Income in Urban Poverty Areas 3-040
  - Youth Labor Market: International Variations 3-005O
- SERVICE INDUSTRIES
  - Advanced Service Metropolis 3-005F
  - Effect of Collective Bargaining on Low-Wage Employment 3-039
  - Emergence of a Service Society 3-004
  - Growth of Service Employment 3-005I
  - Labor Supply for Lower-Level Occupations 3-028
  - Suburbanization and the City: The Metropolitan Labor Market 3-005L
  - Upgrading Blue-Collar and Service Workers 3-005N
  - Women and Work 3-046
- Services to Employers—See EMPLOYER SERVICES
- SERVICES TO WORKERS—See also SUPPORTIVE SERVICES
  - Impact of BOLT on Manpower Agencies 2-003
  - Mail-Matching of Applicants and Jobs 5-240
  - Supplemental Uses of the Workplace 3-064
- SEX DIFFERENCES—See also MALE/FEMALE
  - Labor Force Participation Rates of Married Women 5-280
  - Low Wages for Women Workers 5-057
  - Sex and Occupational Prestige 5-257
  - Why Do Blacks and Women Have High Unemployment Rates? 5-285
- SEX DISCRIMINATION—See also WOMEN; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; WAGE DIFFERENTIALS; MALE/FEMALE
  - Attitudes Toward Equal Pay and Affirmative Action for Women 5-032
  - Career Thresholds 3-012C
  - Geographical Immobility and Low-Income Area Unemployment 5-082
  - Impact of Laws Prohibiting Sex Discrimination 5-100
  - Maternity Leave Benefits 3-066
  - National Longitudinal Surveys of Labor Force Behavior 3-012
  - University Salary Structure and Sex Discrimination 5-279
  - Women in Wisconsin Apprenticeship 2-060
- SHELTERED WORKSHOPS
  - Employment of Handicapped in State Civil Service 3-054
  - Sheltered Workshops and Handicapped Clients Survey 2-077
- SHOE INDUSTRY
  - Analysis of U.S. Footwear Industry 6-011
  - Trade Adjustment Assistance: A Case Study 5-204
- SIMULATION
  - Counter-Recessionary Public Employment 2-027
  - Effects of Trade Liberalization on Trade and Employment by Industry 6-017
  - Effects of U.S. Sugar Policies and Programs 6-010
  - Employment and Income: Puerto Rico Simulation Model 5-243
  - Facilitating the Adoption of New Procedures 1-005
  - Labor Market Information System Design and Use 1-025
  - Management by Objectives 5-141
  - On-Line Use of Job Information in Local ES Office 1-047
  - Trade and Employment Effects of Multilateral Trade Liberalization 6-045
- Skill Training—See OCCUPATIONAL TRAINING
- Skill Transferability—See TRANSFERABILITY OF SKILLS
- SKILLED WORKERS
  - Coal Industry's Manpower Needs Study 3-044
  - Economic Analysis of Occupational Licensure 4-005
  - Proficiency Test for Technical Occupations 2-051A
  - Structural Analysis of the Knights of Labor 5-167
- SMALL GRANT RESEARCH PROJECTS—(These projects appear in Chapter 5C.)
- SMSA—See STANDARD METROPOLITAN STATISTICAL AREA (SMSA)
  - Employment Characteristics of Chinese Americans 4-007
- SOCIAL CHANGE
  - State Labor Legislation for Women 5-038
- Social Health Technicians—See HEALTH MANPOWER
- SOCIAL INDICATORS
  - Effectiveness in Work Roles 3-052
  - Manpower Research and Formation of Policy 4-010
  - Technological Change in Two Arctic Communities 5-201
- SOCIAL MOBILITY—See also LABOR MOBILITY
  - Black and Ethnic Employment Patterns and Economic Performance 5-216
  - Effects of Technology on Organizational Structure 5-079
  - The Development of the Labor Force in San Francisco, 1870-1910 5-062
- SOCIAL POLICIES—(Projects dealing principally with this subject appear in Chapter 4.)
- SOCIAL REINFORCEMENT
  - Role of Husband Support on Wife's Return to School 5-175
  - The Impact of the Work Environment on Life Outside the Job 5-102
  - Work and Lifestyle Organization 5-218
- SOCIAL RELATIONSHIPS
  - Adolescent Social System Impact on Occupational Achievement 5-094
  - Community Structure and the Experiences of Shift Workers 5-227
  - Contribution of Social Resources in the Labor Force 5-044
  - Effects of Technology on Organizational Structure 5-079
  - Noneconomic Impacts of Job Corps 2-021
  - Social Network Effects on Employment 5-278

- Social Support for Mediating the Effects of Occupational Stress 5-185
- Wage Labor and Urban Chicano Adaptation 5-213

SOCIAL SERVICE EMPLOYEES
- Decision to Participate in WIN (Michigan) 2-083
- Manpower Programing and Social Work Expertise 1-029
- Social Service Tasks and Education Preparation 5-075
- Social Workers in Manpower Programs 5-186

SOCIAL STRUCTURE
- Community Structure and the Experiences of Shift Workers 5-227
- Critique of Duncan's Stratification Research 5-045
- Emergence of a Service Society 3-004
- Law and the Development of Citizenship 5-134
- Organizational Climates and Human Relations 5-030

Social Support—See SUPPORTIVE SERVICES

Social Workers—See SOCIAL SERVICE EMPLOYEES

SOCIODEMOGRAPHIC CHARACTERISTICS
- Employment Characteristics of Chinese Americans 4-007

Socioeconomic Status—See STATUS

SOCIOLOGICAL FACTORS
- Career Thresholds 3-012C
- Dual Careers 3-012D
- National Longitudinal Surveys of Labor Force Behavior 3-012
- Technological Change in Two Arctic Communities 5-201
- Years for Decision 3-012B

SOUTH CAROLINA
- Manpower Institutional Grant (1974): Memphis State University 5-003
- South Carolina's Industry Start-Up Training Program 2-110

SOUTH DAKOTA
- Manpower Institutional Grant (1974): University of Utah 5-012

SOUTHEASTERN STATES
- Resource Adjustment and Mechanization in the Tobacco Industry 3-045
- South Carolina's Industry Start-Up Training Program 2-110

SOUTHERN STATES
- Emigration of Southern Blacks 5-072
- Low-Income Families in Four Rural Counties 3-020
- Negro Occupational Status and Education 3-033
- Rural Labor Markets 3-036

SOUTHERN U.S.
- Collective Bargaining in Secondary Labor Markets in the South 5-255

SOUTHWESTERN STATES
- Job Search Methods of Mexican Americans 3-025
- Model Rural Youth Projects for Southwest 2-136
- Texas Migrant Demonstration Project 2-122

SPANISH-SPEAKING AMERICANS—See also CHICANOS, MEXICAN AMERICANS, PUERTO RICANS
- A Comparative Analysis of White, Black, and Latino Income Distributions 5-040
- An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 5-019
- Economic Status of Asians and Blacks in California 5-177
- Impact of BOLT on Manpower Agencies 2-003
- Manpower Institutional Grant (1974): Pan American University 5-010
- Mexican Illegal Aliens in Urban Labor Markets 5-142
- Model Rural Youth Projects for Southwest 2-136
- Nonfarm Employment Problems of Farm Laborers 3-014
- Social Inequality and Labor Force Participation 5-184
- Spanish Americans in the Labor Market 3-030
- Wage Labor and Urban Chicano Adaptation 5-213
- Workshop on Research Needed on Women's Employment Situation 1-062

SPECIAL MANPOWER RESEARCH GRANTS—(These projects appear in Chapter 5.)

Staff Attitudes—See EMPLOYER ATTITUDES

STAFF TRAINING
- Drug Abuse Prevention in Youth Resident Centers 2-117
- Experimental Manpower Laboratory: Disadvantaged Youth 2-130
- Facilitating the Adoption of New Procedures 1-005
- Manpower Institutional Grant (1974): Boston University 5-001
- Manpower Institutional Grant (1974): Memphis State University 5-003
- Manpower Institutional Grant (1974): North Carolina A&T State University 5-006
- Manpower Institutional Grant (1974): Oakland University 5-007
- Manpower Institutional Grant (1974): Oklahoma State University 5-008
- Manpower Institutional Grant (1974): Oregon State University 5-009
- Manpower Institutional Grant (1974): Pan American University 5-010
- Manpower Institutional Grant (1974): San Francisco State University 5-011
- Manpower Institutional Grant (1974): SUNY (Buffalo) 5-005
- Manpower Institutional Grant (1974): University of Houston 5-002
- Manpower Institutional Grant (1974): University of Missouri - Columbia 5-004
- Manpower Institutional Grant (1974): University of Utah 5-012
- Manpower Institutional Grant (1974): West Virginia University 5-013
- Staff Training for Basic Education 2-013
- Training for Manpower Program Administrators and Planners 1-042
- Vocational Guidance in High School 2-024

Staffing—See MANPOWER PROGRAM STAFFING

STANDARD METROPOLITAN STATISTICAL AREA (SMSA)
- Municipal Government Employment and Wages 5-239
- Unemployment and Commuting Within Geographical Areas 5-274
- Unions and Labor Market Segmentation 5-208

STATE AND LOCAL AREA EMPLOYMENT
- Training Information for Policy Guidance 3-005W

STATE AND LOCAL GOVERNMENT
- Cooperative Manpower Planning for Nonmetropolitan Populations 1-003
- Impact of Large Public Programs 3-005V

STATE AND LOCAL GOVERNMENTS
- Alternatives to Incarceration 2-126
- An Analysis of the Pilot CMP 1-001
- Cooperative Action to Improve Occupational Regulation 4-003
- Cooperative Planning to Improve Occupational Regulation 4-004
- Demand and Supply Consideration of Expanded Public Employment Program 2-025D, 2-025E
- Demand for Municipal Employees 5-050
- Employment of Handicapped in State Civil Service 3-054
- Employment Service as a Social Political Institution 1-048
- Financial Resources of Released Prisoners 5-249
- Guaranteed Job Program 5-054
- Job Creation for Laid-Off Municipal Workers 2-114
- Manpower Impact of Government Programs and Policies 4-009
- Manpower in Local Government 3-005K
- Manpower Research and Formation of Policy 4-010
- Municipal Government Employment and Wages 5-239
- Public Service Employment and Upgrading Project in Vermont 2-029
- Public Service Employment vs. the Private Sector 2-025C
- Social Workers in Manpower Programs 5-186
- State Labor Legislation for Women 5-038
- State Salary Comparability Study 1-045
- Transitional Employment Experimental Model 2-030

State Employment Service—See PUBLIC EMPLOYMENT SERVICE

STATE GOVERNMENT
- Manpower Economic Education 2-022
- Planning for Human Resource Development 1-002

STATE MANPOWER SERVICES COUNCIL (CETA)
- Multiproject Demonstration of Manpower Development 1-007

State Salary Comparability Survey—See SALARY COMPARABILITY STUDIES

STATE-OF-THE-ART PAPERS
- Employment Impact of Multinational Corporations 4-008
- Labor Market Experience for Engineers 3-027
- ORD's Rural Work 3-034
- Organizational Experience and Employee Work Attitudes 3-068
- Paroling Authorities and Inmate Training Programs 2-052

  - Quality of Work Bibliography 3-061
  - Review of Job Analysis R&D 2-074
  - Review of Labor Market Analysis R&D 3-008
  - Women and Work 3-046
  - Youth in Work Transition: DOL Experience 2-002
- STATUS—See also ECONOMIC STATUS, OCCUPATIONAL STATUS
  - Contribution of Social Resources in the Labor Force 5-044
  - Critique of Duncan's Stratification Research 5-045
  - Early Career Alienation and Socioeconomic Attainment 5-066
  - Educational Attainment and Adult Status of Brothers 5-056
  - Employment Characteristics of Chinese Americans 4-007
  - Inflation and Distribution of Income 5-139
  - Law and the Development of Citizenship 5-134
  - Sex and Occupational Prestige 5-257
  - Social Network Effects on Employment 5-278
  - Sociological Aspects of Debt Entanglement 5-187
  - Women's Non-Standard Workday/Workweek 5-196
- STEEL INDUSTRY
  - Impact of Quota and Tariff Restrictions on Steel Industry Employment 6-019
  - Labor Union Response to Federal Manpower Policy 5-133
  - Manpower Planning in the Steel Industry 3-005D
  - Removing Restrictions on Imports of Steel 6-039
  - The Price Differential Between Domestic and Imported Steel 6-002
- STENOGRAPHERS—See also SECRETARIAL OCCUPATIONS
- STRUCTURAL UNEMPLOYMENT
  - The Female Insured Unemployed 5-093
- STUDENTS—See also HIGH SCHOOLS; UNIVERSITIES AND COLLEGES; YOUTH
  - Career Goals of Black College Women 5-262
  - Labor Supply for Lower-Level Occupations 3-028
  - Nonimmigrant Workers in the United States 4-012
  - Years for Decision 3-012B
- SUBURBAN AREAS
  - Employment Decentralization and Minority Labor Supply 5-076
- SUBURBAN LABOR MARKETS
  - Suburbanization and the City: The Metropolitan Labor Market 3-005L
  - The Future of the Metropolis 1-056
- SUGAR INDUSTRY
  - Effects of U.S. Sugar Policies and Programs 6-010
- SUMMER JOBS—See also NEIGHBORHOOD YOUTH CORPS (NYC)
  - Evaluation of 1972 Summer Intern Program 2-012A
- SUPERVISION
  - Facilitating Employment of Disabled Veterans 3-022
  - In-Plant Upgrading and Mobility Patterns 2-072
  - Integration of Women into Male-Oriented Jobs 3-056
  - Labor Market, Inflation, and Manpower Policy 3-009
  - Measurement of Alienation Through Behavioral Rating Scales 5-148
  - Model Assessment and Classification System in Corrections 2-128
  - Multiproject Demonstration of Manpower Development 1-007
  - Shared Decisionmaking in Prison Management 2-140
  - Training and Entry into Union Construction People, Jobs, Income 2-048
  - Utilization of R&D Findings 1-059A
- SUPPLY ACCESS
  - Effects of International Market Linkages 6-009
  - Supply Access Issues 6-043
- Supply of Labor—See LABOR SUPPLY
- SUPPORTED EMPLOYMENT—See also JOB CREATION
  - Demand and Supply Considerations of Expanded Public Employment Program 2-025D, 2-025E
  - Federal Employment Programs to Raise Low Earnings 2-025B
  - Pioneer Messenger Service 2-031
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Public Service Employment vs. the Private Sector 2-025C
  - Supported Employment Demonstration Project 2-045
  - Supported Employment in the Public Sector 2-032
  - Transitional Effects of Public Service Employment 2-026
- SUPPORTIVE SERVICES—See also BONDING ASSISTANCE; CHILD DAY CARE; HEALTH CARE
  - Income Maintenance for Ex-Offenders with Related Analysis, Coordination, and Inf 2-127
  - Baltimore Employee Health Program 2-111
  - Effectiveness of Graham Associates Demonstration Project 2-019
  - Experimental Research and Income Maintenance Project for Ex-Offenders 2-132, 2-133
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-075
  - Income Maintenance for Ex-Offenders 2-141
  - Large City Budgeting for Human Resource Expenditures 3-005U
  - Large City Budgeting for Human Resources Expenditures 3-005S
  - Performance Standards for Employment Service Functions 1-032
  - Retaining Problem Drinkers on the Job 2-121
  - Study of Urban and Rural Nonreservation Indian Manpower Programs 3-015
  - Total WIN Family Support 2-087
  - Transitional Effects of Public Service Employment 2-026
  - Transitional Employment Experimental Model 2-030
  - Upgrading in Private Industry 2-067
  - Use of Vouchers for the Purchase of Social Services 2-112
- SWEDEN
  - Effect of Collective Bargaining on Low-Wage Employment 3-039
  - The Impact of the Work Environment on Life Outside the Job 5-102
- Symposia—See CONFERENCES
- SYSTEMS DESIGN AND ANALYSIS
  - Labor Market Information System Design and Use 1-025
  - Manpower R&D Storage and Retrieval System 1-060
  - USES Management Information Needs 1-015

T

- Talmadge Amendments—See WELFARE LEGISLATION
- TARIFFS
  - Price Behavior in U.S. Industries 6-032
- Task Analysis—See JOB ANALYSIS
- TAT—See TRAINING AND TECHNOLOGY (TAT)
- TAXES—See also INCOME TAX
  - Dual Labor Market Theory 5-052
  - Income Dynamics of the Poor 2-091
  - Rural Labor Markets 3-036
  - WIN Tax Credit Program (Talmadge Amendments) 2-101A
  - WIN/Welfare Tax Credits 2-082
- TAXONOMY
  - Experimental Manpower Laboratory: Social Systems Intervention 2-106
- TEA—See TRADE EXPANSION ACT
- TEACHERS
  - Faculty Salary Differentials, University of Massachusetts 5-069
  - Public School Teachers Wage Determination 5-211
  - Reduced Research Funding and University Scientists 5-063
- Teaching Machines—See PROGRAMED INSTRUCTION
- TECHNICAL TRAINING
  - American Engineers' Perception of Technology 5-180
  - Joint Workshops: Performance Based Apprentice and Technical Training 2-059
  - Performance Based Apprentice Training 2-051
  - Prisoner Rehabilitation Through Behavior Modification 2-131
- TECHNICIANS
  - Labor Market Experience for Engineers 3-027
- TECHNOLOGY AND TECHNOLOGICAL CHANGE—See also PRODUCTIVITY
  - American Engineers' Perception of Technology 5-180
  - Industrial Relations for Railroad Manpower 5-171
  - Industrialization, Responses, and Uses of the Political System 5-108
  - International Transfer of Industrial Technology 6-026
  - Manpower Planning in the Steel Industry 3-005D
  - Nonseparable Approach to Labor Market Substitution 5-198
  - Resource Adjustment and Mechanization in the Tobacco Industry 3-045

Tariff Items 806.30 and 807.00 6-044
Task Design 5-200
Technological Change in Two Arctic Communities 5-201
Trade and Employment in the Electronics Industry 6-042
TECHNOLOGY TRANSFER
International Transfer of Industrial Technology 6-026
International Transfers of Industrial Technology 6-027
Tariff Items 806.30 and 807.00 6-044
TEEM—See TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL
TEENAGERS—See also YOUTH
In-School Employment Project for Young Black Teenage Girls 2-008
In-School NYC for Young Girls 2-011
Problem of Teenage Unemployment 5-166
TEMPORARY EMPLOYMENT—See also CASUAL WORKERS; SEASONAL EMPLOYMENT
Nonimmigrant Workers in the United States 4-012
TEMPORARY HELP SERVICE
Women in Temporary Help Jobs 3-023
TENNESSEE
Manpower Institutional Grant (1974): Memphis State University 5-003
TENNESSEE VALLEY AUTHORITY
Intrafirm Mobility Among Apprentice-Trained Craft Workers 5-119
TENNESSEE, MEMPHIS
Employment Enabling Services For Women 2-144
TENNESSEE, MID-CUMBERLAND
Labor Market Forecasting 3-011
TENNESSEE, NASHVILLE
Urban Renewal Impact on Black Business 5-025
Tenure—See JOB RETENTION
TESTING—See also PUBLIC EMPLOYMENT SERVICE; ASSESSMENT AND EVALUATION
Assessment Measures for Youth Enrollees 2-104
Career Thresholds 3-012C
Educational Attainment and Adult Status of Brothers 5-056
Health Services Mobility Study (HSMS) 2-069
Labor Market for Policemen 5-026
Measurement of Alienation Through Behavioral Rating Scales 5-148
Model Assessment and Classification System in Corrections 2-128
Performance Based Apprentice Training 2-051
Predicting Job or Training Tenure 2-108
Prisoner Rehabilitation Through Behavior Modification 2-131
Proficiency Examinations for Medical Laboratory Workers 2-076
Proficiency Test for Technical Occupations 2-051A
State Employment Service Professional Selection System 1-043
Task Modules for Validation of BOLT 2-103
Validation of Quality of Work Questionnaires 3-069
Validation of Work Sample Battery 2-109
TEXAS
Legislative and Administrative Changes on Workers' Compensation 5-251
Low-Income Families in Four Rural Counties 3-020
Manpower Institutional Grant (1974): University of Houston 5-002
Rural Manpower Mobility Plan Effectiveness 1-033
Texas Migrant Demonstration Project 2-122
TEXAS, HOUSTON
In-School NYC Influence on Earnings Capacity 5-120
Metropolitan Labor Market 3-005J
TEXAS, SAN ANTONIO
Work and Income in Urban Poverty Areas 3-040
THS—See TEMPORARY HELP SERVICE
TIPP—See TRAINING INCENTIVE PAYMENTS PROGRAM
TOBACCO
Resource Adjustment and Mechanization in the Tobacco Industry 3-045
TOOL AND DIE
Joint Workshops: Performance Based Apprentice and Technical Training 2-059
OJT for Precision Machinist Apprentices 2-046
Performance Based Apprentice Training 2-051
TOP—See TRANSPORTATION OPPORTUNITY PROGRAM
TRADE ADJUSTMENT ASSISTANCE
Adjustment to Freer Trade 5-016
Effects of Adjustment Assistance on Displaced Workers 5-245
Trade Adjustment Assistance Program 6-015
Trade Adjustment Assistance: A Case Study 5-204
TRADE EXPANSION ACT—See also TRADE ADJUSTMENT ASSISTANCE; FOREIGN TRADE AND INVESTMENTS
Adjustment to Freer Trade 5-016
Effects of Adjustment Assistance on Displaced Workers 5-245
Manpower Research and Formation of Policy 4-010
Trade Adjustment Assistance: A Case Study 5-204
TRADE INTERVENTION
Merits of Tariffs, Quotas and Other Trade Policy Instruments 6-038
Trade Policy—See FOREIGN TRADE AND INVESTMENTS
Trade Readjustment—See TRADE ADJUSTMENT ASSISTANCE
Trade Restrictions—See FOREIGN TRADE AND INVESTMENTS
TRAINING—See also particular aspects of training
Career Thresholds 3-012C
Dual Careers 3-012D
Facilitating Employment of Disabled Veterans 3-022
Model Assessment and Classification System in Corrections 2-128
National Longitudinal Surveys of Labor Force Behavior 3-012
National Longitudinal Surveys: Lessons for Policy 3-031
Prisoner Rehabilitation Through Behavior Modification 2-131
Study of the Pittsburgh Plan 3-042
Utilization of R&D Findings 1-059A
Vocational Training Choices of Young Males 5-189
Years for Decision 3-012B
TRAINING ALLOWANCES—See also INCENTIVES
Feasibility of Vouchers for Training in WIN 2-086
Public Service Employment and Upgrading Project in Vermont 2-029
Study of Job Corps Allowances Systems 2-020
TRAINING AND TECHNOLOGY (TAT)
Manpower R&D Activities of DOL/AEC 2-080
Training Assessment—See TRAINING EFFECTIVENESS AND IMPACT
TRAINING EFFECTIVENESS AND IMPACT—See also EFFECTIVENESS OF PROGRAMS; ASSESSMENT AND EVALUATION; RETURNS ON TRAINING
An Analysis of Training Under the GI Bill 2-047
Company Programs to Retain the Disadvantaged 5-156
Demand and Training for Dental Hygienists 5-046
Discrimination in Training Programs 1-053
Evaluation of Apprenticeship Outreach Program 5-041
Federal Apprenticeship Programs 2-057
Human Economy 3-005G
Impact of BOLT on Manpower Agencies 2-003
Impact of the Work Incentive Program on Local Labor Markets 5-252
Job Training, Personality, and Labor Market Conditions 5-254
Large City Budgeting for Human Resource Expenditures 3-005U
Large City Budgeting for Human Resources Expenditures 3-005S
Manpower Training Programs for Women 5-144
Noneconomic Impacts of Job Corps 2-021
South Carolina's Industry Start-Up Training Program 2-110
Tenn 2-056
Upgrade Training in Canning Industry During Layoff Periods 2-070
Vocational Training Choices of Young Males 5-189
Where Have All the Dollars Gone? 1-012C
TRAINING INCENTIVE PAYMENTS PROGRAM
Training Incentive Payments Program (TIPP) 2-079
TRAINING INCENTIVES—See also INCENTIVES
Experimental Manpower Laboratory: Disadvantaged Youth 2-130
Manpower Planning in the Steel Industry 3-005D
Paroling Authorities and Inmate Training Programs 2-052
Training for Upgrading During Layoff 2-073
Training Incentive Payments Program (TIPP) 2-079
TRAINING INSTITUTES
Training Information for Policy Guidance 3-005W

Training Manuals—See HANDBOOKS
Training Materials—See INSTRUCTIONAL MATERIALS
TRAINING PRACTICES
  Discrimination in Training Programs 1-053
  Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  Manpower R&D Activities of DOL/AEC 2-080
  Paroling Authorities and Inmate Training Programs 2-052
  Survey of Training in Industry 3-065
  Training for Upgrading During Layoff 2-073
  Transitional Employment Experimental Model 2-030
  Upgrade Training in the Canning Industry 2-078
  Vocational Training Survey in Correctional Institutions 2-142
TRAINING PROGRAM MANAGEMENT—See also MANPOWER PROGRAM MANAGEMENT
  An Analysis of Training Under the GI Bill 2-047
  Company Programs to Retain the Disadvantaged 5-156
  Developing a Model for Youth Education 2-010
  Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  South Carolina's Industry Start-Up Training Program 2-110
  Training for Manpower Program Administrators and Planners 1-042
TRAINING VOLUNTEERS—See also VOLUNTEERS
TRANSFERABILITY OF SKILLS
  Career Progression Systems 2-063
  Second Career Patterns of Military Retirees 5-273
  Upgrading Blue-Collar and Service Workers 3-005N
TRANSITION FROM SCHOOL TO WORK
  Bridges to Work for Young People 3-005B
  Career Development 3-016
  Career Thresholds 3-012C
  Coop Education in School-to-Work Transition 2-023
  Educational and Occupational Mobility 5-014
  Job Placement Services in Colleges 2-004
  Job Search for Male Youth 5-039
  Manpower Economic Education 2-022
  Operations Research to Monitor VEPS In-School NYC Enrollees 2-016
  Work Attitudes and Occupational Experience of Young Men 3-070
  Years for Decision 3-012B
  Youth in Work Transition: DOL Experience 2-002
TRANSITION FROM WORK TO RETIREMENT—See also RETIREMENT
  Conference on Longitudinal Study of Men in Pre-Retirement Years 3-038
  Pre-Retirement Years 3-012A
  Private Pensions and Involuntary Retirement 3-063
TRANSITION TO WORK—See also TRANSITION FROM SCHOOL TO WORK
  Career Thresholds 3-012C
  Contribution of Social Resources in the Labor Force 5-044
  Employment Program for Minority Girls 2-001
  Immigrants in the Labor Force 3-029
  Pioneer Messenger Service 2-031
  Public Service Employment and Upgrading Project in Vermont 2-029
  Study of Unemployment Insurance Exhaustees 3-043
  Suburbanization and the City: The Metropolitan Labor Market 3-005L
  Years for Decision 3-012B
TRANSITIONAL EMPLOYMENT
  Utilization of R&D Findings 1-059A
TRANSITIONAL EMPLOYMENT EXPERIMENTAL MODEL
  Transitional Employment Experimental Model 2-030
Transitional Public Service Employment—See PUBLIC EMPLOYMENT PROGRAMS
Transitional Public Service Employment Programs—See PUBLIC EMPLOYMENT PROGRAMS
TRANSPORTATION EQUIPMENT
  Hedonic Demand Model for Automobiles 6-018
TRANSPORTATION EQUIPMENT INDUSTRY
  A Foreign Automobile Impact Study 6-016
  Adjustment to Freer Trade 5-016
  Career Progression Systems 2-063
  Effects of Trade Policies on Product and Labor Markets 6-006
  Estimating Substitution Possibilities Between Imports and Domestic Production 6-012
  Expectancy Theory Cognitions for Salaried Employees 5-091
  Fringe Benefits and Overtime Costs in the Automobile Industry 5-081
Transportation To Work—See COMMUTING
TRIGGER FORMULAS—See also UNEMPLOYMENT INSURANCE; UNEMPLOYMENT BENEFIT EXHAUSTEES
  Triggering Mechanisms for Unemployment Benefits 5-023
TRUCKING INDUSTRY
  Interindustry Wage Differentials Among Unionized Truck Drivers 5-116
TRUST TERRITORY
  Manpower Institutional Grant (1974): San Francisco State University 5-011
TURNOVER—See also JOB RETENTION
  Adjustment Costs in the Theory of Labor Demand, Productivity, and Unemployment 5-015
  Career Thresholds 3-012C
  Dual Careers 3-012D
  Emergence of a Service Society 3-004
  Hours of Work in Manufacturing, 1947-70 5-256
  Household Heads, Job Search, and Quit Behavior 5-123
  Labor Market Behavior of Male Youth 5-126
  Labor Turnover Among Adult Women 5-129
  Layoffs and Other Turnover Flows 5-135
  National Longitudinal Surveys Clearinghouse 3-012E
  Study of the Pittsburgh Plan 3-042
  The Youth Labor Market 3-048
  Turnover and Wage Dynamics, 1932-1972 5-087
  Turnover, Unemployment, and the Dual Labor Market 5-259
  White-Collar Work 5-284
  Why Do Blacks and Women Have High Unemployment Rates? 5-285
  Work Attitudes and Labor Market Experience 3-071
  Years for Decision 3-012B
TVA—See TENNESSEE VALLEY AUTHORITY
Two-Year Colleges—See UNIVERSITIES AND COLLEGES
TYPISTS—See also CLERICAL WORK

U

U.S. Employment Service—See PUBLIC EMPLOYMENT SERVICE
U.S. GOVERNMENT AGENCY REVIEWS
  International Transfers of Industrial Technology 6-027
U.S. Training and Employment Service—See PUBLIC EMPLOYMENT SERVICE
UNDEREMPLOYMENT
  Dual Labor Market 5-065
  Employment Enabling Services For Women 2-144
  Geographical Immobility and Low-Income Area Unemployment 5-082
  Manpower R&D Activities of DOL/AEC 2-080
  Underemployment of Ph.D.'s 5-205
  Upgrading of the Disadvantaged 2-065
  Work and Income in Urban Poverty Areas 3-040
UNEMPLOYED—See also UNEMPLOYMENT; CHRONICALLY UNEMPLOYED
  Asking Wage Behavior of Unemployed Workers 5-029
  Demographic Trends, Labor Force Changes, and the Economy 3-002
  Effect of Social Support on the Consequences of Job Loss 5-111
  Engineers and Scientists in California 5-070
  Labor Force Characteristics of Puerto Rican Migrants 3-026
  The Economics of Job Search 5-073
  The Female Insured Unemployed 5-093
  Unemployment and Commuting Within Geographical Areas 5-274
  Work and Lifestyle Organization 5-218
UNEMPLOYMENT
  Career Thresholds 3-012C
  Counter-Recessionary Public Employment 2-027
  Dual Labor Market 5-065
  Effect of Unemployment Rates on Labor Supply Participation 5-235
  Employment and Income Consequence of Alternative Development Strategies 5-244

Employment and Income: Puerto Rico Simulation Model 5-243
Implications of Job Search Theory 5-202
Jobseeking Methods Used by American Workers 1-023
Labor Market Information Systems and the Disadvantaged 1-024
Labor Market, Inflation, and Manpower Policy 3-009
Labor Turnover and Experienced Worker Unemployment 6-030
Labor Turnover in U.S. Manufacturing Industries 6-001
Manpower Research and Formation of Policy 4-010
National Longitudinal Surveys Clearinghouse 3-012F
National Longitudinal Surveys of Labor Force Behavior 3-012
Problem of Teenage Unemployment 5-166
Temporary Involuntary Unemployment 6-023
The Consequences of Unemployment on Evaluation of Self 5-043
The Structure of Youth Labor Markets 5-192
The Unemployed and the Food Stamp Program 5-282
The Youth Labor Market 3-048
Turnover, Unemployment, and the Dual Labor Market 5-259
Underemployment of Ph.D.'s 5-205
Years for Decision 3-012B
Youth Labor Market: International Variations 3-005O
UNEMPLOYMENT BENEFIT EXHAUSTEES
Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-138
Study of Unemployment Insurance Exhaustees 3-043
Triggering Mechanisms for Unemployment Benefits 5-023
Unemployment Insurance in Urban Labor Market 5-068
Unemployment Compensation—See UNEMPLOYMENT INSURANCE
UNEMPLOYMENT INSURANCE
Impact of Mandatory Registrants on ES 1-028
Job Creation for Laid-Off Municipal Workers 2-114
Labor Market Information System Design and Use 1-025
Labor Market, Inflation, and Manpower Policy 3-009
Labor Market: Segments and Shelters 3-005A
Manpower Research and Formation of Policy 4-010
Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-138
Study of Unemployment Insurance Exhaustees 3-043
The Female Insured Unemployed 5-093
Triggering Mechanisms for Unemployment Benefits 5-023
Turnover and Wage Dynamics, 1932-1972 5-087
Unemployment Duration, Compensation, and Job Search 5-206
Unemployment Insurance in Transition 5-283
Unemployment Insurance in Urban Labor Market 5-068
UNEMPLOYMENT/INFLATION TRADE-OFF
Household Heads, Job Search, and Quit Behavior 5-123
UNEMPLOYMENT/INFLATION TRADEOFF—See also ECONOMIC ANALYSIS AND ECONOMETRICS
Counter-Recessionary Public Employment 2-027
Employment and Shifts in the Phillips Curve 5-183
Exploratory Empirical Research on Secondary Labor Markets 5-247
Labor Market, Inflation, and Manpower Policy 3-009
Manpower Research and Formation of Policy 4-010
Rate of Wage Inflation 5-060
Relationship Between Regional and Overall Employment 5-275
Search Unemployment and the Phillips Curve 5-106
Wage-Price Expectations and Cyclical Strike Behavior 5-214
UNION ATTITUDES
American Reactions to Foreign Apprenticeship Practices 2-050
Maternity Leave Benefits 3-066
Metropolitan Labor Market 3-005J
Supplemental Uses of the Workplace 3-064
Unions and Labor Market Segmentation 5-208
UNION ENTRY
Impact of Court Cases on Minority Employment 3-055
Study of the Pittsburgh Plan 3-042
Training and Entry into Union Construction People, Jobs, Income 2-048
Unions and Labor Market Segmentation 5-208
UNION IMPACT
Job Security Provisions and the Allocation of Labor 5-103
Structural Analysis of the Knights of Labor 5-167
Unionized Contract Construction Wage Changes 5-121
Unionized New York Social Service Employees 5-197
UNION MANPOWER PRACTICES
Dual Enrollment Training for Operating Engineers 2-049
Impact of Court Cases on Minority Employment 3-055
Labor Union Response to Federal Manpower Policy 5-133
Pilot Study of the Apprenticeship System 2-053
Supplemental Uses of the Workplace 3-064
Unions and Labor Market Segmentation 5-208
Union-Management Relations—See COLLECTIVE BARGAINING
UNIONIZATION—See also UNIONS
Effects of Technology on Organizational Structure 5-079
Interarea Educational Earnings Differentials 5-115
Labor in Nonprofit Industries and Government 3-018
Labor Union Response to Federal Manpower Policy 5-133
Municipal Government Employment and Wages 5-239
Occupational Mobility Among Unionized Civil Service Employees 5-153
Pre-Retirement Years 3-012A
Public School Teachers Wage Determination 5-211
Structural Analysis of the Knights of Labor 5-167
Trade Adjustment Assistance Program 6-015
Unions and Labor Market Segmentation 5-208
UNIONS—See also UNION MANPOWER PRACTICES; COLLECTIVE BARGAINING
Career Thresholds 3-012C
Industrial Safety and Collective Bargaining 5-109
Interindustry Wage Differentials Among Unionized Truck Drivers 5-116
Labor Market: Segments and Shelters 3-005A
Labor Union Response to Federal Manpower Policy 5-133
Negro Employment in Southern Construction Industry 3-032
Structural Analysis of the Knights of Labor 5-167
Training and Entry into Union Construction People, Jobs, Income 2-048
Unions and Labor Market Segmentation 5-208
Upgrade Training in Canning Industry During Layoff Periods 2-070
Upgrade Training in the Canning Industry 2-078
UNIVERSITIES AND COLLEGES—See also COLLEGE GRADUATES; INSTITUTIONAL GRANTS
Career Patterns of 2-Year College Graduates 5-036
Dual Enrollment Training for Operating Engineers 2-049
Faculty Salary Differentials, University of Massachusetts 5-069
Job Placement Services in Colleges 2-004
Labor in Nonprofit Industries and Government 3-018
Reduced Research Funding and University Scientists 5-063
Social Workers in Manpower Programs 5-186
University Salary Structure and Sex Discrimination 5-279
UNIVERSITY OCCUPATIONS—See also UNIVERSITIES AND COLLEGES
UNSKILLED WORKERS—See also LABORERS; LOW-LEVEL OCCUPATIONS
Evaluation of 1972 Summer Intern Program 2-012A
Interarea Educational Earnings Differentials 5-115
Labor Market Information Systems and the Disadvantaged 1-024
Part-Time Employment in Food Services 5-053
Structural Analysis of the Knights of Labor 5-167
UPGRADING—See also OCCUPATIONAL MOBILITY
Alternative Qualifications and Credentials for Upgrading Paraprofessionals 2-064
Career Opportunities Development Program 2-062
Career Progression Systems 2-063
Determinants of Occupational Upgrading 5-224
Experimental Job Trials 2-107
Health Services Mobility Study (HSMS) 2-069
Human Services Manpower Career Center 1-037
Impact of Court Cases on Minority Employment 3-055
In-Plant Upgrading and Mobility Patterns 2-072
Institutional Racism 5-112
Integration of Women into Male-Oriented Jobs 3-056
Intrafirm Mobility Among Apprentice-Trained Craft Workers 5-119
Labor Market: Segments and Shelters 3-005A
Manpower R&D Activities of DOL/AEC 2-080
Nursing Salaries 5-263
Pilot Manpower Training Advisory Service for Employers 3-060

  - Proficiency Examinations for Medical Laboratory Workers 2-076
  - Project VEHTS 3-035
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Public Utility Internal Labor Market Study 3-041
  - Restructuring Health Manpower Organizations 2-071
  - Survey of Training in Industry 3-065
  - Theory of Discrimination: A Systems Approach 3-051
  - Training for Upgrading During Layoff 2-073
  - Training Incentive Payments Program (TIPP) 2-079
  - Upgrade Training in Canning Industry During Layoff Periods 2-070
  - Upgrade Training in the Canning Industry 2-078
  - Upgrading Blue-Collar and Service Workers 3-005N
  - Upgrading in Agriculture 2-061
  - Upgrading in Private Industry 2-067
  - Upgrading in the Food Service Industry 2-066
  - Upgrading of the Disadvantaged 2-065

- UPWARD BOUND
  - Careers of Upward Bound Alumni 5-037
- URBAN AREAS—See also METROPOLITAN AREAS
  - Dual Labor Market 5-065
  - Effect of Social Support on the Consequences of Job Loss 5-111
  - Inequality and Urban Crisis 5-110
  - Interarea Educational Earnings Differentials 5-115
  - Manpower and Economic Indicators and Forecasts 1-017
  - Rural Labor Markets 3-036
  - Spanish Americans in the Labor Market 3-030
  - University Salary Structure and Sex Discrimination 5-279
  - Wage Labor and Urban Chicano Adaptation 5-213
- URBAN PROBLEMS
  - Chicago Youth Development Project 5-246
  - Getting and Keeping a Job—Puerto Ricans and Blacks 3-005E
  - Inequality and Urban Crisis 5-110
  - Study of Urban and Rural Nonreservation Indian Manpower Programs 3-015
  - The Future of the Metropolis 1-056
  - Work and Income in Urban Poverty Areas 3-040
- URBAN RENEWAL—See also RELOCATION ASSISTANCE
  - Urban Renewal Impact on Black Business 5-025
- USES—See PUBLIC EMPLOYMENT SERVICE
- USTES—See PUBLIC EMPLOYMENT SERVICE
- UTAH
  - An Analysis of the Pilot CMP 1-001
  - Manpower Institutional Grant (1974): University of Utah 5-012
  - Pilot Manpower Training Advisory Service for Employers 3-060
  - Relocation Assistance in Manpower Planning Under CETA 1-008
- UTAH, SALT LAKE CITY
  - Newspaper Ads and Employment Service Job Orders 1-021A
  - Newspaper Advertisements as Labor Market Indicators 1-021
  - On-Line Use of Job Information in Local ES Office 1-047
- UTAH, SOUTHEASTERN
  - Labor Market Forecasting 3-011
- UTILIZATION OF MANPOWER RESEARCH AND DEVELOPMENT
  - Assessment of Experimental Manpower Laboratories 1-051
  - Expanding Benefits of Manpower Research Products 1-055
  - Facilitating the Adoption of New Procedures 1-005
  - Improve Linkage Through Regional Staffs 1-038
  - Labor Market Experience for Engineers 3-027
  - Manpower R&D Activities of DOL/AEC 2-080
  - Manpower R&D Storage and Retrieval System 1-060
  - Upgrading in Agriculture 2-061
  - Utilization of R&D Findings 1-059A
  - WIN Research Findings Utilization Project 2-099

V

- VEPS—See VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR
- VERMONT
  - Computerized Construction LMI and Job Dispatching 1-020
  - Manpower Institutional Grant (1974): Boston University 5-001
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Transitional Effects of Public Service Employment 2-026
- VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN
  - Project VEHTS 3-035
- Vesting—See PENSIONS
- VETERANS
  - An Analysis of Training Under the GI Bill 2-047
  - Career Information System 1-010
  - Executive Order 11598 and the Employment Service 1-034
  - Facilitating Employment of Disabled Veterans 3-022
  - Proficiency Examinations for Medical Laboratory Workers 2-076
  - Project VEHTS 3-035
- VIDEOTAPES
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
- VIRGIN ISLANDS
  - Manpower Institutional Grant (1974): SUNY (Buffalo) 5-005
- VIRGINIA
  - Manpower Institutional Grant (1974): West Virginia University 5-013
- VIRGINIA, SALTVILLE
  - Emotional Reactions of Workers Who Lost Jobs in a Plant Closing 5-092
- VOCATIONAL EDUCATION—See also APPRENTICESHIP
  - Career Thresholds 3-012C
  - Coop Education in School-to-Work Transition 2-023
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  - Feasibility of Vouchers for Training in WIN 2-086
  - Metropolitan Labor Market: New York 1-012A
  - Planning for Human Resource Development 1-002
  - Vocational Training Choices of Young Males 5-189
  - Women in Wisconsin Apprenticeship 2-060
- VOCATIONAL EDUCATIONAL EDUCATION
  - Career Thresholds 3-012C
- Vocational Exploration—See VOCATIONAL GUIDANCE
- VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR
  - Operations Research to Monitor VEPS In-School NYC Enrollees 2-016
  - VEPS Program for In-School NYC Enrollees 2-005
- VOCATIONAL GUIDANCE—See also COUNSELING AND GUIDANCE
  - Bridges to Work for Young People 3-005B
  - Career Information System 1-010
  - Career Thresholds 3-012C
  - Facilitating Employment of Disabled Veterans 3-022
  - Facilitating the Adoption of New Procedures 1-005
  - Manpower Programing and Social Work Expertise 1-029
  - Model Rural Youth Projects for Southwest 2-136
  - NYC-2 Goes to Community College 2-007
  - Vocational Guidance in High School 2-024
  - Women in Wisconsin Apprenticeship 2-060
  - Years for Decision 3-012B
- VOCATIONAL REHABILITATION
  - An Economic Evaluation of Vocational Rehabilitation in Louisiana 5-071
- Vocational Services—See SUPPORTIVE SERVICES
- VOCATIONAL TRAINING
  - Alternative Qualifications and Credentials for Upgrading Paraprofessionals 2-064
  - Experimental Manpower Laboratory: Disadvantaged Youth 2-130
  - Texas Migrant Demonstration Project 2-122
  - Upgrading in Agriculture 2-061
  - Vocational Training Choices of Young Males 5-189
  - Vocational Training Survey in Correctional Institutions 2-142
  - Women in Wisconsin Apprenticeship 2-060
- VOLUNTARY PART-TIME LABOR
  - Econometric Analysis of Part-Time Labor Market 3-019
- VOLUNTEERS
  - Employment Enabling Services For Women 2-144
  - Military Labor Markets 5-162
  - Project Volunteer Power 2-137
- VOUCHERS FOR TRAINING
  - Feasibility of Vouchers for Training in WIN 2-086

W

- WAGE DIFFERENTIALS—See also OCCUPATIONAL DIFFERENTIALS, MALE/FEMALE; INCOME DIFFERENTIALS
  - Faculty Salary Differentials, University of Massachusetts 5-069
  - Federal Government and Private Sector Wage Differentials 5-212
  - Interindustry Wage Differentials Among Unionized Truck Drivers 5-116
  - Low Wages for Women Workers 5-057
  - National Longitudinal Surveys Clearinghouse 3-012E
  - National Models of Factor Income Distribution 5-042
  - Pre-Retirement Years 3-012A
  - Relationship Between Employment, Unemployment, and Migration 3-006
  - State Salary Comparability Study 1-045
  - The Personal Earnings Distribution 5-160
  - Unionized Contract Construction Wage Changes 5-121
  - University Salary Structure and Sex Discrimination 5-279
  - Wage Changes in the Construction Industry 5-210
  - Wage Differentials in Japanese Manufacturing 5-170
  - Years for Decision 3-012B
- WAGE EARNERS
  - Tax Law Effect on Labor Supply of Married Women 5-104
  - Wage Labor and Urban Chicano Adaptation 5-213
- WAGE STRUCTURE—See also WAGE DIFFERENTIALS; OCCUPATIONAL STRUCTURE
  - Career Thresholds 3-012C
  - Demand Assumptions in a Model of Male Labor Force Participation 5-047
  - Federal Government and Private Sector Wage Differentials 5-212
  - Interindustry Wage Differentials Among Unionized Truck Drivers 5-116
  - Labor in Nonprofit Industries and Government 3-018
  - Manpower Training Programs for Women 5-144
  - Municipal Government Employment and Wages 5-239
  - Nursing Salaries 5-263
  - Relationship Between Employment, Unemployment, and Migration 3-006
  - State Salary Comparability Study 1-045
  - The Personal Earnings Distribution 5-160
  - University Salary Structure and Sex Discrimination 5-279
- WAGE SUBSIDIES—See also SUPPORTED EMPLOYMENT
  - Income Maintenance for Ex-Offenders with Related Analysis, Coordination, and Inf 2-127
  - Experimental Research and Income Maintenance Project for Ex-Offenders 2-132, 2-133
  - Income Maintenance for Ex-Offenders 2-141
  - Logit Model With Reference to Wage Subsidies 5-230
  - Potential of Wage Subsidies 4-013
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Transitional Effects of Public Service Employment 2-026
- WAGEES—See WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICES
- WAGES—See also INCOME, EARNINGS, MINIMUM WAGE LAWS
  - An Analysis of Earnings Among Persons of Spanish Origin in the Midwest 5-019
  - Asking Wage Behavior of Unemployed Workers 5-029
  - Business Administration Students from Minorities 2-017
  - Domestic Impacts of an Overvalued Currency 6-007
  - Effects of International Market Linkages 6-008
  - Employee Participation in Pay Plan Development 3-067
  - Faculty Salary Differentials, University of Massachusetts 5-069
  - Hours of Work in Manufacturing, 1947-70 5-256
  - Human Resources in the U.S. and Japan 5-190
  - Labor Force Participation Rates of Married Women 5-280
  - Labor in Nonprofit Industries and Government 3-018
  - Labor Market, Inflation, and Manpower Policy 3-009
  - Labor Turnover in U.S. Manufacturing Industries 6-001
  - National Models of Factor Income Distribution 5-042
  - Occupational Differences in Wage Discrimination Against Black Men 5-151
  - Public School Teachers Wage Determination 5-211
  - Rate of Wage Inflation 5-060
  - Relationship Between Regional and Overall Employment 5-275
  - The Youth Labor Market 3-048
  - Turnover and Wage Dynamics, 1932-1972 5-087
  - Unionized Contract Construction Wage Changes 5-121
  - Wage Changes in the Construction Industry 5-210
  - Wage Inflation and Regional Migration 5-064
  - Wage Labor and Urban Chicano Adaptation 5-213
- Wagner-Peyser Act—See PUBLIC EMPLOYMENT SERVICE
- Want Ads—See NEWSPAPER ADVERTISEMENTS
- WASHINGTON
  - Manpower Institutional Grant (1974): Oregon State University 5-009
- Wealth—See INCOME
- WELFARE AND PENSION PLANS DISCLOSURE ACT
  - Private Pensions and Involuntary Retirement 3-063
- WELFARE DEPENDENCY
  - Flexible Work Schedules for Welfare Participants 2-098
  - Labor Market Information System Design and Use 1-025
  - Welfare Dependency and Low-Income Labor Markets 4-016
  - Workfare's Impact on Employable Welfare Recipients 2-089
- WELFARE LEGISLATION—See also WORK INCENTIVE PROGRAM (WIN)
  - Social Service Tasks and Education Preparation 5-075
- WELFARE PATTERNS
  - Income Dynamics of the Poor 2-091
  - Men in WIN 2-094
  - Poverty, Politics, and Relief 5-164
  - Welfare Dependency and Low-Income Labor Markets 4-016
  - Work and Welfare Patterns of Low-Income Families 2-100
- WELFARE PROGRAMS—See also AID TO FAMILIES WITH DEPENDENT CHILDREN; WORK INCENTIVE PROGRAM (WIN); WELFARE RECIPIENTS; ECONOMIC WELFARE
  - Decision to Participate in WIN (Michigan) 2-083
  - Interface of Work and Welfare 3-005C
  - Large City Budgeting for Human Resource Expenditures 3-005U
  - Large City Budgeting for Human Resources Expenditures 3-005S
  - Poverty, Politics, and Relief 5-164
  - Social Service Tasks and Education Preparation 5-075
  - Unionized New York Social Service Employees 5-197
  - Use of Vouchers for the Purchase of Social Services 2-112
  - Where Have All the Dollars Gone? 1-012C
  - Workfare's Impact on Employable Welfare Recipients 2-089
- WELFARE RECIPIENTS—See also AID TO FAMILIES WITH DEPENDENT CHILDREN; WORK INCENTIVE PROGRAM (WIN)
  - Career Opportunities Development Program 2-062
  - Feasibility of Vouchers for Training in WIN 2-086
  - Flexible Work Schedules for Welfare Participants 2-098
  - Health of Working and Nonworking Poverty Mothers 2-088
  - Income Dynamics of the Poor 2-091
  - Interface of Work and Welfare 3-005C
  - Potential of Wage Subsidies 4-013
  - Poverty, Politics, and Relief 5-164
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - Recipients of Federal Supplemental Benefits and Special Unemployment Assistance 2-138
  - Study of Unemployment Insurance Exhaustees 3-043
  - Supported Employment in the Public Sector 2-032
  - Transitional Effects of Public Service Employment 2-026
  - Transitional Employment Experimental Model 2-030
  - Work and Welfare Patterns of Low-Income Families 2-100
  - Workfare's Impact on Employable Welfare Recipients 2-089
- WEST VIRGINIA
  - Manpower Institutional Grant (1974): West Virginia University 5-013
- Wetbacks—See ALIENS
- WHITE-COLLAR OCCUPATIONS
  - EEO Programs Effect on Minorities and Women in Federal Agencies 5-098
  - Human Resources in the U.S. and Japan 5-190
  - Improving Entry of Minority Women into Professional and Managerial Jobs 2-075
  - Longitudinal Analysis of Occupational Mobility 3-001
  - Psychological Influences on White-Collar Pay 5-270
  - Suburbanization and the City: The Metropolitan Labor Market 3-005L
  - White-Collar Work 5-284

Wholesale Price Index—See PRICES
WIN—See WORK INCENTIVE PROGRAM (WIN)
WIN Tax Credit Program (WTCP)—See WORK INCENTIVE PROGRAM (WIN)
WISCONSIN
  Manpower Institutional Grant (1974): Oakland University 5-007
  Maternity Leave Benefits 3-066
  Women in Wisconsin Apprenticeship 2-060
WISCONSIN, MILWAUKEE
  Labor Market Information System Design and Use 1-025
WOMEN—See also MOTHERS; MALE/FEMALE; YOUNG WOMEN
  An Analysis of Female Heads of Families 5-146
  Attitudes Toward Equal Pay and Affirmative Action for Women 5-032
  Births and Women's Labor Force Participation 5-203
  Career Striving in Black and White Women 5-248
  Characteristics of Career and Homemaking Oriented Women 5-267
  Discrimination in Training Programs 1-053
  Dual Careers 3-012D
  Earnings, Occupational Choice, and Early Family Formation 5-238
  Econometric Analysis of Part-Time Labor Market 3-019
  EEO Programs Effect on Minorities and Women in Federal Agencies 5-098
  Emergence of a Service Society 3-004
  Employment Enabling Services For Women 2-144
  Employment of Married Women With Children 5-128
  European Manpower Policies 5-226
  Evaluation of NAB-JOBS for Disadvantaged 5-089
  Fertility and Labor Participation of Married Women 5-276
  Impact of Laws Prohibiting Sex Discrimination 5-100
  Improving Entry of Minority Women into Professional and Managerial Jobs 2-075
  Integration of Women into Male-Oriented Jobs 3-056
  Interarea Educational Earnings Differentials 5-115
  Interrelationship Between Female Employment and Fertility 5-117
  Labor Force Characteristics of Puerto Rican Migrants 3-026
  Labor Force Mobility of Females 5-024
  Labor Force Participation Rates of Married Women 5-280
  Labor Turnover Among Adult Women 5-129
  Longitudinal Analysis of Occupational Mobility 3-001
  Low Wages for Women Workers 5-057
  Male and Female Wage and Employment Differences 5-159
  Manpower Research and Formation of Policy 4-010
  Manpower Training Programs for Women 5-144
  Maternity Leave Benefits 3-066
  Model Assessment and Classification System in Corrections 2-128
  National Longitudinal Surveys Clearinghouse 3-012E
  National Longitudinal Surveys of Labor Force Behavior 3-012
  Poverty Flows in the Female-Headed Household 5-163
  Project Volunteer Power 2-137
  Relationship Between Employment, Unemployment, and Migration 3-006
  Role of Husband Support on Wife's Return to School 5-175
  Selection and Career Advancement in an Internal Labor Market 3-058
  Sex Differences in Income Determination 5-055
  Shared Decisionmaking in Prison Management 2-140
  State Labor Legislation for Women 5-038
  Suburbanization and the City: The Metropolitan Labor Market 3-005L
  Successful Career Women 3-005P
  Tax Law Effect on Labor Supply of Married Women 5-104
  The Female Insured Unemployed 5-093
  The Pattern of Women's Labor Supply 5-158
  Upgrade Training in Canning Industry During Layoff Periods 2-070
  Upgrade Training in the Canning Industry 2-078
  Vocational Training Survey in Correctional Institutions 2-142
  Women and Part Week-Work 3-047
  Women and the American Occupational Structure 5-286
  Women and Work 3-046
  Women in Temporary Help Jobs 3-023
  Women in Wisconsin Apprenticeship 2-060
  Women Offenders Projects 2-058
  Women's Non-Standard Workday/Workweek 5-196
  Work, Welfare, and the Increase in Women Living Independently of Men 5-221
  Workshop on Research Needed on Women's Employment Situation 1-062
WOMEN'S OCCUPATIONS
  Discrimination in Training Programs 1-053
  Rural Manpower Policy Research Group 3-037
  Sex and Occupational Prestige 5-257
  The Pattern of Women's Labor Supply 5-158
  Women in Wisconsin Apprenticeship 2-060
WORK ATTITUDES—See also JOB SATISFACTION, MOTIVATION
  Instrumental Determinants of Individual Job Performance 5-113
  Career Thresholds 3-012C
  Characteristics of Career and Homemaking Oriented Women 5-267
  Coop Education in School-to-Work Transition 2-023
  Dual Careers 3-012D
  Effectiveness in Work Roles 3-052
  Effects of Job and Life Stress on Job-Related Strain 5-122
  Employee Participation in Job Structuring 3-057
  Employee Participation in Pay Plan Development 3-067
  Employee Responses to Work-Unit Structure 5-242
  Employment of Married Women With Children 5-128
  Engineers and Scientists in California 5-070
  Expectancy Theory Cognitions for Salaried Employees 5-091
  Experimental Manpower Laboratory: Social Systems Intervention 2-106
  Factors Affecting Earnings of Workers Terminated In Plant Closure 5-253
  Four-Day Workweek in Hospitals 5-101
  Job Training, Personality, and Labor Market Conditions 5-254
  Judgement Strategies in Job Analyses 5-229
  Labor Market Behavior of Male Youth 5-126
  Management-Worker Collaboration in Job Structuring 1-059B
  Measurement of Alienation Through Behavioral Rating Scales 5-148
  Organizational Experience and Employee Work Attitudes 3-068
  Phenomenology of Human Labor 5-161
  Pre-Retirement Years 3-012A
  Preparation for Work 3-005Q
  Quality of Work Bibliography 3-061
  Reduced Research Funding and University Scientists 5-063
  Supplemental Uses of the Workplace 3-064
  The Occupational Socialization of Police 5-154
  Utilization of R&D Findings 1-059A
  Validation of Quality of Work Questionnaires 3-069
  Work and Lifestyle Organization 5-218
  Work and Values 3-005H
  Work Attitudes and Labor Market Experience 3-071
  Work Attitudes and Occupational Experience of Young Men 3-070
  Years for Decision 3-012B
Work Availability—See MANPOWER NEEDS
WORK ENVIRONMENT—See also OCCUPATIONAL SAFETY AND HEALTH, QUALITY OF EMPLOYMENT; ORGANIZATIONAL ENVIRONMENT
  Effectiveness in Work Roles 3-052
  Manpower Conflicts and Resolutions 3-005R
  Pioneer Messenger Service 2-031
  Supplemental Uses of the Workplace 3-064
  Supported Employment in the Public Sector 2-032
  The Impact of the Work Environment on Life Outside the Job 5-102
  Utilization of R&D Findings 1-059A
WORK ETHIC—See also MOTIVATION, WORK ATTITUDES
  Supplemental Uses of the Workplace 3-064
  Work and Values 3-005H
  Work Attitudes and Labor Market Experience 3-071
WORK EXPERIENCE PROGRAMS
  In-School Employment Project for Young Black Teenage Girls 2-008
  Study of Job Corps Allowances Systems 2-020

- WORK INCENTIVE PROGRAM (WIN)
  - An Analysis of Unassigned Recipients in the WIN Program 2-081
  - Decision to Participate in WIN (Michigan) 2-083
  - Discrimination in Training Programs 1-053
  - Feasibility of Vouchers for Training in WIN 2-086
  - Flexible Work Schedules for Welfare Participants 2-098
  - Health of Working and Nonworking Poverty Mothers 2-088
  - Impact of the Work Incentive Program on Local Labor Markets 5-252
  - Impediments to Alliance of WIN/CETA 2-097
  - Incentives and Disincentives in WIN 2-090
  - Job Patterns for WIN Terminees 2-093
  - Job-Finding Club as a Method for Obtaining Employment 2-092
  - Men in WIN 2-094
  - Paternal Authority, Work Training, and Income Maintenance Programs 2-095
  - Physical Rehabilitation and Employment of WIN Recipients 2-096
  - Predicting Job or Training Tenure 2-108
  - Total WIN Family Support 2-087
  - Use of Biographical Information System in WIN Programs 2-102
  - Use of Vouchers for the Purchase of Social Services 2-112
  - WIN Research Findings Utilization Project 2-099
  - WIN Tax Credit Program (Talmadge Amendments) 2-101A
  - WIN/Welfare Tax Credits 2-082
  - Work and Welfare Patterns of Low-Income Families 2-100
  - Youth in WIN 2-101
- WORK INCENTIVES
  - Effectiveness in Work Roles 3-052
  - Employee Participation in Pay Plan Development 3-067
  - Exploring Productivity incentives in the ES 1-049
  - In-Plant Upgrading and Mobility Patterns 2-072
  - Incentives and Disincentives in WIN 2-090
  - Phenomenology of Human Labor 5-161
  - Public Service Employment and Upgrading Project in Vermont 2-029
  - The Unemployed and the Food Stamp Program 5-282
  - WIN Tax Credit Program (Talmadge Amendments) 2-101A
- WORK ROLES
  - Dual Careers 3-012D
  - Effectiveness in Work Roles 3-052
  - Job Sharing and Flexible Time Arrangement 3-050
  - Management-Worker Collaboration in Job Structuring 1-059B
  - The Impact of the Work Environment on Life Outside the Job 5-102
  - Work and Values 3-005H
- WORK SAMPLING
  - Experimental Job Trials 2-107
  - Proficiency Test for Technical Occupations 2-051A
  - Staff Training for Basic Education 2-013
  - Validation of Work Sample Battery 2-109
- WORK SCHEDULES
  - Blue-Collar 4-Day Workweek 5-035
  - Dual Careers 3-012D
  - Flexible Work Schedules for Welfare Participants 2-098
  - Four-Day Workweek in Hospitals 5-101
  - Hours of Work in Manufacturing, 1947-70 5-256
  - Job Sharing and Flexible Time Arrangement 3-050
  - Nonfarm Work by Farm Families 5-231
  - Rural Manpower Mobility Plan Effectiveness 1-033
  - Tax Law Effect on Labor Supply of Married Women 5-104
  - Wage Inflation and Regional Migration 5-064
  - Women and Part Week Work 3-047
  - Women's Non-Standard Workday/Workweek 5-196
  - Workshop on Research Needed on Women's Employment Situation 1-062
- WORK-EXPERIENCE PROGRAMS—See also NEIGHBORHOOD YOUTH CORPS (NYC); JOB CORPS; WORK INCENTIVE PROGRAM (WIN); PUBLIC EMPLOYMENT PROGRAMS; CETA PROGRAMS; CATEGORICAL MANPOWER PROGRAMS
  - Day Care—NYC Youth Helper Program 2-006
- Work History—See LABOR MARKET BEHAVIOR
- WORK INCENTIVES—See also WORK ATTITUDES; MOTIVATION
- Work Motivation—See WORK INCENTIVES
- Work Orientation—See WORK ATTITUDES
- Work Patterns—See EMPLOYMENT PATTERNS
- WORK ROLES—See also WORK ATTITUDES
- WORK SAMPLING—See also TESTING
- Work Values—See WORK ATTITUDES
- WORK-EXPERIENCE PROGRAMS
  - Disadvantaged Workers in Parks and Recreation 2-028
  - Model Rural Youth Projects for Southwest 2-136
  - Selected Out-of-School NYC Programs 2-012
- WORK-STUDY PROGRAMS—See also NEIGHBORHOOD YOUTH CORPS (NYC)
  - Coop Education in School-to-Work Transition 2-023
  - NYC-2 Goes to Community College 2-007
- Worker Assessment and Orientation—(Projects dealing principally with this subject appear in Chapter 3E.) See ASSESSMENT OF APPLICANTS AND TRAINEES
- Worker Attitudes—See WORK ATTITUDES
- WORKER PARTICIPATION IN MANAGEMENT
  - Clearinghouse on Productivity and Quality of Working Life 3-049
  - Employee Participation in Job Structuring 3-057
  - Employee Participation in Pay Plan Development 3-067
  - Management-Worker Collaboration in Job Structuring 1-059B
  - Shared Decisionmaking in Prison Management 2-140
  - Supplemental Uses of the Workplace 3-064
  - Utilization of R&D Findings 1-059A
  - Workers' Participation in an American Corporation 5-051
- WORKER PARTICIPATION IN MANPOWER PROGRAMS
  - Labor Union Response to Federal Manpower Policy 5-133
- Worker Productivity—See PRODUCTIVITY
- WORKER TRAITS—See also JOB DESCRIPTION; JOB APPLICANTS
  - Dual Worker Married Couples 5-236
  - Labor Market, Inflation, and Manpower Policy 3-009
  - Measurement of Alienation Through Behavioral Rating Scales 5-148
  - Task Design 5-200
- WORKER/JOB MATCHING—See also JOB MATCHING
  - Evaluation of a Computerized Job-Matching System 2-105
  - Mail-Matching of Applicants and Jobs 5-240
- WORKERS' COMPENSATION
  - Predicting Earnings 5-165
- WORKERS' COMPENSATION LAWS
  - Legislative and Administrative Changes on Workers' Compensation 5-251
- WORKING CONDITIONS
  - Effectiveness in Work Roles 3-052
  - Supplemental Uses of the Workplace 3-064
- Working Poor—See POVERTY
- Workshops—See CONFERENCES
- Workweek—See WORK SCHEDULES
- WTCP—See WORK INCENTIVE PROGRAM (WIN)
- WYOMING
  - Manpower Institutional Grant (1974): University of Utah 5-012

X

- X-ray Technicians—See HEALTH MANPOWER

Y

- Young Adults—See YOUTH
- YOUNG MEN—See also YOUTH
  - Career Development 3-016
  - Career Thresholds 3-012C
  - Early Career Alienation and Socioeconomic Attainment 5-066
  - Educational Attainment and Adult Status of Brothers 5-056
  - Effects of Military Experience 4-006
  - Job Search for Male Youth 5-059
  - Longitudinal Analysis of Occupational Mobility 3-001
  - Vocational Training Choices of Young Males 5-189
  - Work Attitudes and Occupational Experience of Young Men 3-070
- YOUNG WOMEN—See also YOUTH
  - Birth Expectations and Work Experience 3-021

Career Goals of Black College Women 5-262
Career Thresholds 3-012C
Employment Enabling Services for Women 2-144
Employment Program for Minority Girls 2-001
In-School Employment Project for Young Black Teenage Girls 2-008
Longitudinal Analysis of Occupational Mobility 3-001
National Longitudinal Surveys Clearinghouse 3-012E
Women's Postgraduate Employment 5-241
Years for Decision 3-012B
Youth in WIN 2-101

YOUTH—See also YOUNG WOMEN; YOUNG MEN; TEENAGERS; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); JOB CORPS
Alternatives to Incarceration 2-126
Assessment Measures for Youth Enrollees 2-104
Bridges to Work for Young People 3-005B
Careers of Upward Bound Alumni 5-037
Chicago Youth Development Project 5-246
Coop Education In School-to-Work Transition 2-023
Drug Abuse Prevention in Youth Resident Centers 2-117
Educational and Occupational Mobility 5-014
Effects of Military Experience 4-006
Evaluation of 1972 Summer Intern Program 2-012A
Experimental Manpower Laboratory: Disadvantaged Youth 2-130
Getting and Keeping a Job—Puerto Ricans and Blacks 3-005E
In-School NYC Influence on Earnings Capacity 5-120
Manpower Economic Education 2-022
Model NYC Programs for Rural Youth 2-009
Model Rural Programs for Southwest 2-136
Preparation for Work 3-005Q
Study of Job Corps Allowance Systems 2-020
Supported Employment Demonstration Project 2-045
The Structure of Youth Labor Markets 5-192
The Youth Labor Market 3-048
Youth in the Labor Market: A Cross-Sectional Analysis 5-222
Youth in Work Transition: DOL Experience 2-002
Youth Labor Market: International Variations 3-0050

YOUTH IN TRANSITION PROJECT
Work Attitudes and Occupational Experience of Young Men 3-070

YOUTH PROGRAMS—See also NEIGHBORHOOD YOUTH CORPS (NYC)
Day Care—NYC Youth Helper Program 2-006
Developing a Model for Youth Education 2-010
Development of an Opportunity Program Manpower Information System 1-018
Effectiveness of Graham Associates Demonstration Project 2-019
In-School Employment Project for Young Black Teenage Girls 2-008
In-School NYC for Young Girls 2-011
Model NYC Program for Rural Youth 2-009
Model Rural Youth Projects for Southwest 2-136
Operations Research to Monitor VEPS In-School Enrollees 2-016
Selected Out-of School NYC Programs 2-012

U.S. GOVERNMENT PRINTING OFFICE [illegible]